



Academic Position Description Clinician Educator – Clinical MD Full Time

Faculty Name

Dr.

Hospital Site

This academic position description is intended to outline important elements that will be useful in conducting annual reviews and the three-year probationary review; the individual components are not all mandatory but assist in forming a composite picture of a faculty member's progress.

General Description: The Clinician-Educator will have major clinical and educational responsibilities, and will facilitate the research, teaching and education by others. Teaching may be done concurrently with clinical care and/or in organized educational programs.

Time Distribution: The faculty member is engaged in academic activities for 80% or more of their professional time. The faculty member also contributes to the provision of clinical service which is essential to the academic mission. The time spent in academic-related activities will be distributed as follows:

Clinician Educator (funding, publications, innovation, presentations, collaborative research)

Category	Time Allocation / Requirements	Performance Expectations & Examples	Description/Comments
Academic Focus	Education Leadership, Scholarship and/or Administration	Provides leadership in educational programs, curriculum innovation, and scholarly activities.	
Time Allocation	Clinical & Informal Teaching: 50–70% Formal Teaching: 5–10% Research/CPA: 5–20% Admin: 5–20%	Balances clinical service, extensive teaching, educational scholarship, and administrative roles	
Teaching Expectations	15–30 evaluated hrs/year UG and PG, graduate supervision, simulation, CPD and faculty development	Delivers high-quality teaching, supervises graduate learners, and leads educational innovation activities.	
Research Expectations	Education research and/or CPA in course curriculum or program development. Evidence of external impact	Secures education grants as PI, publishes impactful work, and demonstrates objective evidence of innovation and influence in education.	
Administrative Duties	Leadership in one of UG, PG or CPD committees	Leads or chairs curriculum, course, or program development committees at various educational levels.	

Teaching					
Concurrent with provision of clinical care					
	undergraduate (Clinical Clerks) postgraduate (Residents and Fellows)	teaching evaluation reports from MedSIS, POWER, or hospital based evaluations	✓*		
Formal Teaching outside of clinical care					
	Undergraduate - PBL, ASCM, portfolio - anesthesia simulation days for clerks	evaluations letters from students teaching dossier	✓*		
	Postgraduate - curricular seminars for residents - hospital based resident seminars - resident simulation teaching - fellows' seminars	evaluations teaching dossier	✓ (years 2&3)		
	Hospital rounds city wide rounds	evaluations teaching dossier	✓ (year 3)		
	Continuing professional development Faculty development	programs evaluations teaching dossier	± (year 3)		
	Regional or national meetings	programs evaluations teaching dossier	± (year 3)		
Evaluation					
	clinical clerk OSCE resident annual oral examinations	teaching dossier	✓ (years 2&3)		
*normal delay in accumulating evaluations may preclude availability in the first year					
Evidence of Personal Development as a Teacher		Required	Yr 1	Yr 2	Yr 3
Has identified and meets with a mentor		✓			
Attends Faculty Development Day		✓			
Enrolled in educational programs					
Med or equivalent graduate degree in education		±			
CFD Stepping Stones and other programs		±			
Department of Medicine Master Teacher Program		±			
Evidence of Scholarly Activity					
<i>documented in CV, teaching dossier, CPA dossier</i>		±			
established collaboration in educational scholarship		✓			
funding		✓ (years 2&3)			
projects underway in educational research or innovation		✓ (years 2&3)			
publications: published, submitted, manuscript in		✓ (year3)			

preparation				
presentations of the work at peer-reviewed meetings	✓ (year3)			
Evidence of Administrative Activity				
<i>documented in CV</i>	±			

Clinician-Educator Reporting Form

NAME: _____ Hospital: _____

Year reviewed: 20__

Year of appointment

1 ☐ 2 ☐ 3 ☐

Required: CV (WebCV) ☐
 Teaching dossier (WebCV) ☐
 Creative Professional Activity (CPA) dossier ☐

	Activity		
		<i>All answers and materials should refer to year in review</i>	
TEACHING			
Teaching concurrent with provision of clinical care			
	undergraduate (Clinical Clerks)	Clinical days booked with Clinical Clerks: <i>include OR and other days with patient contact</i> <i>include regular rotations and electives/selectives</i>	_____
		attach teaching evaluations <i>from MedSIS or hospital-based evaluations</i>	☐
	postgraduate (Residents and Fellows)	Clinical days booked with Residents <i>include OR and other days with patient contact</i>	_____
		Clinical days booked in OR with Fellows <i>include OR and other days with patient contact</i>	_____
		<i>Attach teaching evaluations from POWER or hospital-based evaluations</i>	☐
Teaching apart from clinical care			
	Undergraduate	- PBL. - ASCM, - portfolio - anesthesia simulation days for clerks - other _____	☐ ☐ ☐ ☐ ☐
		<i>Attach evaluations</i> <i>Letters from students may be included</i> <i>Document in teaching dossier</i>	☐
	Postgraduate	- central curriculum seminars for residents - hospital based resident seminars - resident simulation teaching - other _____	☐ ☐ ☐ ☐
		fellows' seminars	☐
		<i>Attach evaluations</i> <i>Document in teaching dossier</i>	☐
	Rounds	- hospital rounds - city wide rounds	☐ ☐
		<i>Attach evaluations</i> <i>Include Notice of Rounds</i> <i>Document in teaching dossier</i>	☐
	Continuing Professional Development and Faculty Development	<i>Attach evaluations</i> <i>Include announcements or event programs</i>	☐

		<i>Document in teaching dossier</i>	
	Regional or national meetings	<i>Attach evaluations</i> <i>Include announcements or event programs</i> <i>Document in teaching dossier</i>	☐
EVALUATION			
	Participation in clinical clerk OSCE or resident annual oral examinations	<i>Document in teaching dossier</i>	

Evidence of Personal Development as an Educator			
Mentor: Name _____		Number of meetings in year _____	
attended Faculty Development Day			☐
<i>Check here if already have graduate degree in education</i>			☐
enrolment in educational programs			☐
MEd or other graduate degree			
CFD Stepping Stones or other program (<i>specify</i>) _____			☐
Department of Medicine Master Teacher Program			☐
other (<i>name</i>) _____			☐
Evidence of Scholarly Activity			
		<i>Document in CV, teaching dossier, or CPA dossier</i>	
established collaboration in educational scholarship <i>Provide details if not in documentation already</i>			☐
funding obtained <i>Source:</i> _____		\$ _____	☐
projects underway in educational research or innovation			☐
publications:		- published ☐ - submitted ☐ - manuscript in preparation ☐	
presentations of work at peer-reviewed meetings			☐
Evidence of Administrative Activity			
		<i>Document in CV</i>	