



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

Category	Time Allocation /	Performance Expectations	
	Requirements	& Examples	Description/Comments
Review Process	Annual site review, 3-5yr CFAR	Participates in regular reviews focused on educational leadership and scholarly impact.	
Mentorship & Development	Formal mentor assigned for first 3 years	Engages in mentorship and continuous professional development in education.	
Appointment Type	Full-time = ≥80% academic time		

Reporting Relationship: The faculty member will report to the Hospital Chief and to the Faculty Department Chair, University of Toronto. The Hospital Department Head and Faculty Department Chair are available to discuss the career development of the faculty member.

Annual Academic Review: For each annual review, the Clinician-Educator must have an up to date CV, a teaching dossier, and a Creative Professional Activity (CPA) dossier following the University of Toronto Format. He/she must also acknowledge the Department of Anesthesia, University of Toronto, on all publications and presentations (oral, written).

3-year Academic Probationary Review: The progress and contributions in each area of activity will be given a comprehensive review at the end of the first three years of appointment. The review process will be conducted by the Departmental Appointments Committee and the Chair, with input from the Hospital Chief. A satisfactory review will result in a Continuing Annual Appointment with annual reviews. An unsatisfactory review may result in an extension of the probationary period up to two more years or in the termination of the appointment.

Your signature here confirms that you have read and had an opportunity to discuss this appendix and the review process:

Appointee (Print Name)	Date	Signature	
Anesthesiologist-in-chief	Date	Signature	
Chair	Date	Signature	

Annual Review: Years 1 to 3
Clinician-Educator

The hospital anesthesiologist-in-chief should report on teaching and educational activity.

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	Activity	Evidence of Achievement	Required	Yr 1	Yr 2	Yr 3

	Teaching					
Cor	current with provision of clinical care					
	undergraduate (Clinical Clerks)	teaching evalua				
	postgraduate (Residents and Fellows)	reports from Me		√ *		
		POWER, or hosp	ital based			
		evaluations				
For	mal Teaching outside of clinical care					
	Undergraduate	evaluations		<i>(</i> 44		
	PBL. ASCM, portfolio	letters from stud	dents	√ *		
	anesthesia simulation days for	teaching dossier	=			
	clerks					
	Postgraduate			√		
	curricular seminars for residents	evaluations				
	hospital based resident seminars	teaching dossier	-	(years 2&3)		
	resident simulation teaching			203)		
	• fellows' seminars					
	Hospital rounds	evaluations				
	city wide rounds	teaching dossier	-	√		
	Continuing professional 1			(year 3)		
	Continuing professional development	programs				
	Faculty development	evaluations	_	± (2)		
	Degianal or national mastings	teaching dossier		(year 3)		
	Regional or national meetings	programs evaluations				
		teaching dossier	_	± (year 3)		
	Evaluation	teaching dossier		(year 5)		
	clinical clerk OSCE			✓		
	resident annual oral examinations	teaching dossier	-	(years		
				2&3)		
	*normal delay in accumulating evaluations	may preclude ava	ilability in the	e first year		
EVIC	ience of Personal Development as a Teacher		Required	Yr 1	Yr 2	Yr 3
	dence of Personal Development as a Teacher identified and meets with a mentor		Required ✓	Yr 1	Yr 2	Yr 3
Has	identified and meets with a mentor		Required ✓	Yr 1	Yr 2	Yr 3
Has Atte	identified and meets with a mentor ends Faculty Development Day		Required ✓	Yr 1	Yr 2	Yr 3
Has Atte	identified and meets with a mentor ends Faculty Development Day olled in educational programs	ducation	✓ ✓	Yr 1	Yr 2	Yr 3
Has Atte	identified and meets with a mentor ends Faculty Development Day olled in educational programs Med or equivalent graduate degree in e		√ √ ±	Yr 1	Yr 2	Yr 3
Has Atte	identified and meets with a mentor ends Faculty Development Day olled in educational programs Med or equivalent graduate degree in e CFD Stepping Stones and other programs	5	✓ ✓	Yr 1	Yr 2	Yr 3
Has Atte Enr	identified and meets with a mentor ends Faculty Development Day olled in educational programs Med or equivalent graduate degree in e CFD Stepping Stones and other programs Department of Medicine Master Teacher	5	± ±	Yr 1	Yr 2	Yr 3
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Has Atte Enr	identified and meets with a mentor ends Faculty Development Day olled in educational programs Med or equivalent graduate degree in enterprocess and other programs Department of Medicine Master Teacher dence of Scholarly Activity **Transport of Medicine Master Teacher decumented in CV, teaching doss.**	Program sier, CPA dossier	± ±	Yr 1	Yr 2	Yr 3
Has Atte Enr	identified and meets with a mentor ends Faculty Development Day olled in educational programs Med or equivalent graduate degree in each of Stepping Stones and other programs Department of Medicine Master Teacher dence of Scholarly Activity documented in CV, teaching doss established collaboration in educational sections.	Program sier, CPA dossier	± ± ±	Yr 1	Yr 2	Yr 3
Has Atte Enr	identified and meets with a mentor ends Faculty Development Day olled in educational programs Med or equivalent graduate degree in eacher of Stepping Stones and other programs Department of Medicine Master Teacher dence of Scholarly Activity documented in CV, teaching doss established collaboration in educational states.	Program sier, CPA dossier	± ± ±	Yr 1	Yr 2	Yr 3
Has Atte Enr	identified and meets with a mentor ends Faculty Development Day olled in educational programs Med or equivalent graduate degree in each of Stepping Stones and other programs Department of Medicine Master Teacher dence of Scholarly Activity documented in CV, teaching doss established collaboration in educational sections.	Program sier, CPA dossier	± ± ±	Yr 1	Yr 2	Yr 3
Has Atte Enr	identified and meets with a mentor ends Faculty Development Day olled in educational programs Med or equivalent graduate degree in eactor of Stepping Stones and other programs Department of Medicine Master Teacher dence of Scholarly Activity documented in CV, teaching doss established collaboration in educational setup funding	Program sier, CPA dossier scholarship	± ± ± (years	Yr 1	Yr 2	Yr 3
Has Atte Enr	identified and meets with a mentor ends Faculty Development Day olled in educational programs Med or equivalent graduate degree in each of Stepping Stones and other programs Department of Medicine Master Teacher dence of Scholarly Activity documented in CV, teaching doss established collaboration in educational sections.	Program sier, CPA dossier scholarship	± ± ± (years 2&3)	Yr 1	Yr 2	Yr 3
Has Atte Enr	identified and meets with a mentor ends Faculty Development Day olled in educational programs Med or equivalent graduate degree in eactor of Stepping Stones and other programs Department of Medicine Master Teacher dence of Scholarly Activity documented in CV, teaching doss established collaboration in educational setup funding	Program sier, CPA dossier scholarship	± ± ± (years 2&3)	Yr 1	Yr 2	Yr 3
Has Atte Enr	identified and meets with a mentor ends Faculty Development Day olled in educational programs Med or equivalent graduate degree in eactor of Stepping Stones and other programs Department of Medicine Master Teacher dence of Scholarly Activity documented in CV, teaching doss established collaboration in educational setup funding	Program sier, CPA dossier scholarship ch or innovation	± ± ± (years 2&3) ✓ (years	Yr 1	Yr 2	Yr 3

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

Clinician-Educator Reporting Form

NAME: Hospital:		il:	Year review			
			Year of app			
Requ	iired: CV (WebCV)		1 🛭 2	Ц	3	Ш
	Teaching dossier (WebCV)					
	Creative Professional Activity (CF	PA) dossier				
	Activity					
	,	All answers and materials	should			
		refer to year in revie				
TEAC	HING	rener se year iii rene				
	hing concurrent with provision of clinical					
care	ming concurrent with provision of clinical					
Carc	undergraduate (Clinical Clerks)	Clinical days booked with Clinical	Clarks:			
	undergraduate (climical cierks)	include OR and other days with po				
		include regular rotations and elec		-		
		attach teaching evaluations	tivesysciectives	-		
		from MedSIS or hospital-based ev	aluations			ĺ
	postgraduate (Residents and Fellows)	Clinical days booked with Residen		-		
	posigraduate (nesidents and renows)	include OR and other days with po		_		
		Clinical days booked in OR with Fe		-		
		include OR and other days with po		_		
			ing evaluations	-		
		from POWER or hospital-ba	•			
		JIOIII POWER OF HOSPILAI-DA	seu evaluations			
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reac	hing apart from clinical care	201		Т		
	Undergraduate	• PBL.				
		• ASCM,				
		• portfolio				
		 anesthesia simulation days for 	or clerks			
		• other		<u> </u>		
			ach evaluations		_	
		Letters from students n				ı
			eaching dossier			
	Postgraduate	 central curriculum seminars f 	for residents			
		 hospital based resident semi 	nars			
		 resident simulation teaching 				
		• other				ı
		 fellows' seminars 				ĺ
		Atto	ach evaluations			
		Document in t	eaching dossier			J
	Rounds	 hospital rounds 				
		city wide rounds				
		Atto	ach evaluations			
		Include N	otice of Rounds			
			eaching dossier			
	Continuing Professional Development and		ach evaluations			
	Faculty Development	Include announcements or e	event nroarams			l

			Document in teaching dossier	
	Regional or national meetings		Attach evaluations	
		In	clude announcements or event programs	
			Document in teaching dossier	
EVAL	UATION			
	Participation in clinical clerk OSCE or		Decument in teaching decision	
	resident annual oral examinations		Document in teaching dossier	

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