



Academic Position Description
Clinician Scientist – 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-Scientist will have major clinical and research 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 Scientist

Category	Time Allocation / Requirements	Performance Expectations & Examples	Description /Comments
Academic Focus	Excellence in Research	Demonstrates leadership and excellence in both clinical practice and in the design, conduct, dissemination and translation of high-impact research.	
Time Allocation	Clinical & Informal Teaching: 20–30% Formal Teaching: 5–10% Research: 50–70% Admin: 10–20%	Maintains a strong focus on research while balancing clinical, teaching, and administrative responsibilities.	
Teaching Expectations	5-10 evaluated hours/year in UG & PG teaching, CE and faculty development. Research supervision	Delivers high-quality teaching focused on research methods teaching, supervises research trainees, and contributes to faculty development.	
Research Expectations	PI on ≥1 peer-reviewed grant, 2–3 first/senior-authored papers/year, Objective evidence of external impact	Leads funded research, acquires peer reviewed funding as PI, publishes impactful (impact factor >10) work as first/senior author, and demonstrates objective evidence of influence beyond the institution.	

Category	Time Allocation / Requirements	Performance Expectations & Examples	Description /Comments
Administrative Duties	Research committee leadership and/or membership	Leads or actively participates in departmental, institutional, or professional committees mostly related to research.	
Review Process	Annual site review, 3-5yr CFAR	Engages in regular performance and research productivity reviews.	
Mentorship	Formal mentor assigned for first 3 years	Receives and/or provides mentorship to support research and academic career development.	
Appointment Type	Full-time = $\geq 80\%$ 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-Investigator must have an up-to-date CV, Creative Professional Activity (CPA) dossier and teaching dossier following the University of Toronto format and he/she must acknowledge the Department of Anesthesia, University of Toronto, on all publications and presentations (oral, written).

Three-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 (Print Name) Date

Signature

Chair (Print Name) Date

Signature

Annual Review: Years 1 to 3

Clinician-Scientist

The hospital anesthesiologist-in-chief should submit confirmation of research, teaching and administrative activity.

	Yr 1	Yr 2	Yr 3
Essential Research Activities			
Publications in peer-review journal as principal or senior author			
Peer-review grants held as Principal Investigator			
Evidence of Other Meritorious Research Activities			
<i>documented in CV, teaching dossier, CPA dossier</i>			
<ul style="list-style-type: none"> • patents: applied for or obtained 			
<ul style="list-style-type: none"> • establishment of research collaborations/networks 			
<ul style="list-style-type: none"> • applications for peer-review funding 			
<ul style="list-style-type: none"> • publications submitted or in preparation 			
<ul style="list-style-type: none"> • graduate student supervision 			
<ul style="list-style-type: none"> • abstracts or presentations of work at peer-reviewed meetings 			
<ul style="list-style-type: none"> • organization of scientific meetings 			
<ul style="list-style-type: none"> • knowledge translation activities 			
<ul style="list-style-type: none"> • peer-review activities (Journals, Grant committees) 			
<ul style="list-style-type: none"> • leadership role in major industry grant 			
<ul style="list-style-type: none"> • guidelines committees 			
<ul style="list-style-type: none"> • research mentorship activities 			
<ul style="list-style-type: none"> • nominations for research recognition awards or distinctions 			
<ul style="list-style-type: none"> • licensing or commercialization of research discoveries 			
Evidence of Teaching Activity			
<i>documented in CV</i>			
Evidence of Administrative Activity			
<i>documented in CV</i>			