



## Academic Position Description Clinician Investigator – 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-Teacher 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 Teacher** (funding, publications, innovation, presentations, collaborative research)

Category	Time Allocation / Requirements	Performance Expectations & Examples	Description/Comments
Academic Focus	Excellence in Teaching and Education	Demonstrates leadership and innovation in clinical teaching and patient care.	
Time Allocation	Clinical & Informal Teaching: 60-80% Formal Teaching: 10–25% Research: 0–10% Admin: 5%		
Teaching Expectations	45–60 evaluated hrs/year teaching across UG, PG and CPD levels.	Delivers high-quality teaching sessions, receives positive evaluations from learners.	
Research Expectations	Collaborative support for dept. research, CPA in education	Participates in or leads collaborative research projects in education or clinical practice.	
Administrative Duties	1–2 committee memberships	Actively contributes to departmental or institutional committees.	
Review Process	Annual site review, 3-5yr CFAR,	Engages in regular performance reviews and continuous professional development.	

Category	Time Allocation / Requirements	Performance Expectations &	Description/Comments
		Examples	
Mentorship	Mentor assigned for first 3	Receives and/or provides	
	years, mentoring thereafter	mentorship to support	
		academic and professional	
		growth.	
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-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	 Date	Signature	
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Chair	Date	Signature	

## Annual Review: Years 1 to 3 Clinician-Teacher

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

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	Activity	Evidence of Achi	evement	Required	Yr 1	Yr 2	Yr 3	
	Teaching							
Concu	rrent with provision of clinical care							
	undergraduate (Clinical Clerks) postgraduate (Residents and Fellows)	teaching evaluat from MedSIS, PC or hospital-base	OWER,	<b>√</b> *				
Forma	ll Teaching apart from clinical care							
	Undergraduate	evaluations letters from stud teaching dossier		<b>√</b> *				
	<ul> <li>postgraduate</li> <li>curricular seminars for residents</li> <li>hospital based resident seminars</li> <li>resident simulation teaching</li> <li>fellows' seminars</li> </ul>	evaluations teaching dossier		(years 2&3)				
	Hospital rounds city wide rounds	evaluations teaching dossier		<b>å</b> (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		<b>å</b> (years 2&3)				
	*normal del	ay in accumulatin	g evaluations r	may preclude a	vailabil	ity in th	ne first	year
Evidence of Personal Development as a Teacher			Required	Yr 1	Yr 2 Yr 3		Yr 3	
Has id	entified and meets with a mentor		✓.					
Attend	ds Faculty Development Day		√.					
Enrolle	ed in educational programs							
	CFD Stepping Stones and other programs		<u>±</u>					
	Department of Medicine Master Teacher Prog		<u>±</u> []					
Evider	nce of Scholarly Activity							
docum	nented in CV, teaching dossier, CPA dossier		±□					
Evider	nce of Administrative Activity							
documented in CV		±□						