Program Lead, Learner Coaching, Undergraduate Medical Education

Position
The MD Program at the Schulich School of Medicine & Dentistry (the School) at Western University is advertising an education leadership position to lead the development of a longitudinal learner coaching program for the new MD Program CBME Curriculum. The Program Lead, Learner Coaching, will work with faculty, leaders, and staff in the MD Program and the UME office, at both the London and Windsor campuses to deliver on the vision of CBME in Undergraduate Medical Education at Schulich. They will develop processes grounded in best practice on how to coach learners in achieving competency. This role will oversee a group of identified faculty members (“Coaches”), at both the London and Windsor campuses, whose role will be to support learners individually through providing feedback on their career progression to defined stages of competency in the new CBME learning environment.

Learner Coaching will be delivered as an independent formative exercise across all years of the curriculum, where students will be assigned to faculty in groups of up to eight (8) students. The Coach will remain with their student group cohort for all years of the curriculum. The purpose of the experience is to have a faculty mentor or “career coach” who reviews each student performance profile and advises on opportunities to advance or expand student competency, and/or direct and advocate for resources needed to meet curricular outcome measures for graduation and residency application success. Coaching will be delivered without any formal small or large group learning, but in a 1:1 experience through electronic or in-person discussions. There are no assessments necessary. The outcome measures will be in oversight and support – not marking and progression.

Organizational Dimensions
The undergraduate medical curriculum is an integrated four-year program designed to provide each student with the opportunity to acquire the knowledge, skills and attitudes to advance to graduate or postgraduate studies leading to clinical practice, research or other medical careers. The educational format is a blend of lectures, laboratory exercises, small group learning and supervised clinical experience in community and hospital settings. The program is delivered at sites in London, Windsor and throughout Southwestern Ontario. Beginning in 2019, the program is launching a renewed competency-based medical curriculum (CBME) and this role will be integral to supporting the vision, development, and delivery of the MD Program.

Education Experience
The candidate should hold a Doctor of Medicine degree. Preference will be given to candidates who possess (or are in the process of obtaining) a Master’s degree in an educational discipline, including experience in student learning, curriculum design, assessment and research. Preference will also be given to candidates with prior curricular leadership in Undergraduate or Postgraduate Medical Education. Other key attributes include the ability to communicate effectively and in a timely manner with faculty, staff and learners involved in the course and curriculum. In addition, she/he must have demonstrated excellent interpersonal skills and experience in working effectively within a team environment. Key attributes include an interest and experience in distributed learning, technology based learning, competency based learning, and the learning/assessment platforms foundational to the new MD Program Curriculum.
Responsibilities and Accountabilities
- Create processes on how best to support UME learners through coaching and feedback initiatives delivered by identified faculty members
- Possess a high level of understanding of current and future UME learner needs, particularly those related to CBME
- Interact, engage and maintain educational relationships with UME learner population and necessary Course Chairs/Committees
- Subject matter expert on coaching and providing feedback
- Develop and implement strategies on engaging learners in accepting constructive feedback
- Work with UME Manager, to create and implement a communication strategy to ensure consistency through CBME implementation as it pertains to coaching and feedback
- Promote innovation in coaching and feedback, while ensuring alignment with accreditation standards
- Engage in scholarly activity related to coaching and feedback
- Maintain and develop her/his knowledge and skills in coaching and feedback through a plan of deliberate professional development, as required

Reporting Relationship
The Program Lead, “Learner Coaching” reports directly to the Associate Dean, Undergraduate Medical Education.

Term of Appointment
This appointment is by the Associate Dean Undergraduate Medical Education for a three (3) year term with a renewal if mutually agreed.

Time Commitment
This role has two primary deliverables, curriculum development and curriculum management, which have different timeframes:

Curriculum Development: The first iteration of the new curriculum will commence September, 2020 for Year 1 students graduating as part of the MEDS2023 cohort. It is expected that learner coaching will be developed in conjunction with the curriculum development of new curriculum courses. The learner coaching program will require approval of the Curriculum Committee. To facilitate the development of the learning coaching program, the incumbent will be required to be a member on curricular renewal courses and task forces of:

- MD Program CBME Project Executive Committee (January 2018 – June 2020)
- MD Program CBME Pedagogy Committee and its associated Task Groups (January 2018 – June 2018)
- MD Program Curriculum Committee
- MD Program Education Committee (Starting September 2019)

Time is estimated as: 1- 1.5 days per week, with variable load throughout the curriculum development process.
Curriculum Management: This role will start in September, 2020 as the new curriculum is rolled out. This task will require attention to curricular evaluation and ongoing improvement of student learning. This role will involve review of process outcomes annually using Western, Schulich, and student related standards, and leading change and innovation to improve annually the coaching process, objectives, and outcomes. 

*Time is estimated as: 1 - 1.5 days per week, with variable load throughout the academic year.*

**Application Process**

Applications shall be submitted on-line to:

Dr. Gary Tithecott, MD, MBA, FRCP(C)
Associate Dean, Undergraduate Medical Education
Schulich School of Medicine & Dentistry
gary.tithecott@schulich.uwo.ca

Please include:
- Letter of Interest
- Professional CV
- Teaching dossier
- Letter of support from Department or Division Chair

Please submit your application by **March 30, 2018**.

The MD Program team looks forward to working with those who have interest.

If further information is wished, please contact:

Gary Tithecott Associate Dean Undergraduate Medical Education
gary.tithecott@schulich.uwo.ca