

Clinician Teacher Guide

Important Notes for Framework Use:

- This guide applies to activities related to education / facilitation of learning.
- The intent of this framework is to provide guidance to clinical faculty in the Clinician Teacher Academic Role Category, as well as their Department Chair/Chiefs, to better understand the type of work that may be expected at a given career rank. These are examples of what may count within the ARC structure. Clinician teachers are not expected to complete all the items in the Guide.
- Additionally, tasks / work considered for promotion at any give rank includes, but is not limited to, the items listed below.
- The “+” indicates that items are meant to be “in addition to” the items outlined in the previous career rank.

		Performance Indicators	Progression →				
			Assistant Professor	Associate Professor	Professor		
Lifelong Learning							
	<i>Contributed presentations on teaching</i>						
	<i>Other professional development opportunities</i>	Pursues opportunities to improve teaching abilities (i.e. attends faculty development workshops, critically reflects on teaching evaluations).	<ul style="list-style-type: none"> • Pursues opportunities to improve teaching abilities (i.e. attends faculty development workshops, critically reflects on teaching evaluations) • Increasing credentials (i.e. graduate programs) 	Pursues opportunities to improve teaching abilities (i.e. attends faculty development workshops, critically reflects on teaching evaluations).			
Teaching / Facilitating Learning	Teaching Responsibilities	<i>Lectures, seminars, and small group teaching</i>	<ul style="list-style-type: none"> • Undergraduate teaching (lectures, seminars) • Learning facilitator (team-based, small group discussion-based, simulation-based) • Basic science (lab seminars) • Postgraduate teaching (core and subspecialty trainees) (divisional seminars, etc.) • Invited to talk at a regional or provincial level • PCCIA group facilitation 	+	<ul style="list-style-type: none"> • Graduate teaching (i.e. teaching a course) • Invited to talk at a provincial or national level 	+	Invited to talk at a national or international level
		<i>Clinical teaching</i>	Teaching in group clinical education (e.g. bedside rounds, mortality rounds, Clinical Methods teaching, sign-in or sign-out rounds, high load service)	+	Invited teaching at clinical in-service events	+	

Performance Indicators	Progression →			
	Assistant Professor		Associate Professor	Professor
<i>Supervision of research trainees</i>	Advising, mentoring, guiding, editing work, and supervising research trainees	+	<ul style="list-style-type: none"> Primary supervisor for trainees who publish papers in peer-reviewed journals, present at meetings Primary supervisor for graduate students who complete their degrees 	Consistent and significant research mentorship (including supervision of trainees and supporting junior faculty in their supervisory roles).
<i>Continuing Education teaching</i>	<ul style="list-style-type: none"> Teach/Facilitate learning of faculty development Teaching at local (department, university) CPD events 	+	<ul style="list-style-type: none"> Teaching as content expert at provincial or national faculty development events Lead faculty development courses related to education and competency in practice at divisional, departmental or within SSMD 	<ul style="list-style-type: none"> Invited teaching at provincial, national or international CME events or conferences Invited teaching at interdisciplinary continuing education Lead faculty development courses related to education and competence in practice at a national or international level
<i>Community outreach teaching</i>	Teaching other professionals / public locally or regionally (i.e. nursing, media, etc.)	+	Teaching other professionals / public provincially or nationally (i.e. Colleges, Universities, nursing, media, community service events etc.)	Teaching other professionals / public nationally or internationally (i.e. Colleges, Universities, nursing, media, community service events etc.)
<i>Online teaching</i>	<ul style="list-style-type: none"> Teaching in-line with SSMD's rules and regulations with their learning platforms. 	+		+
<i>Formative/Summative assessment activities for Learners or Trainees</i>	<ul style="list-style-type: none"> Participates in evaluation activities in keeping with SSMD's mandate Evaluation of learners (i.e. OSCE station examiner, mock orals, etc.) Evaluation of learners throughout the distributed academies (i.e. OSCE station examiner, mock orals, etc.) CBME Prepares short answer / multiple choice questions Marking written examination questions at divisional / departmental level 	+	<p>Has a significant role in evaluation activities:</p> <ul style="list-style-type: none"> Writes OSCE station(s), extensive role in preparing short answer / multiple choice questions Competence committee member 	<p>Has a highly significant and/or primary role in evaluation activities at a local / national / international level:</p> <ul style="list-style-type: none"> Evaluation at a national level (i.e. Royal College Exam Board member, Royal College examiner) RCPSC in-training examiner

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		Assistant Professor	Associate Professor	Professor
Evidence of Teaching Effectiveness	<i>Course and instructor evaluations</i>	<ul style="list-style-type: none"> Achieves satisfactory/good teaching ratings overall Takes on teaching assignments 	<ul style="list-style-type: none"> Consistently achieves very good teaching ratings Repeated requests to teach 	Consistently achieves excellent / outstanding teaching ratings
	<i>Awards and recognition</i>	<ul style="list-style-type: none"> Unsolicited letters of recognition from peers or students related to excellence in education Peer assessments of teaching (feedback and debrief) Recipient of, or nominated for, awards or other special recognition related to education at the departmental or divisional level 	<ul style="list-style-type: none"> Unsolicited letters of recognition from peers or students related to excellence in education Recipient of, or nominated for awards, or other special recognition related to education (Faculty-wide teaching awards) 	<ul style="list-style-type: none"> Unsolicited letters of recognition from peers or students related to excellence in education Recipient of award(s) or other special recognition related to education Sustained and multiple invited presentations on teaching nationally and / or internationally
	<i>Student Success: scholarships, awards, etc.</i>			Trainees win competitive national and international grants or awards
	<i>Implementation of other teaching modalities</i>			
Scholarship Teaching Innovations	<i>Innovations to improve didactic and clinical education</i>	<ul style="list-style-type: none"> Development or implementation of teaching innovations Publication/Scholarly work toward teaching or education innovations 	<ul style="list-style-type: none"> Influence others toward implementing teaching innovations at a local / SSMD level 	<ul style="list-style-type: none"> Influence others toward implementing teaching innovations at national / international level
	<i>Course design, renewal, and curriculum development</i>	<ul style="list-style-type: none"> Contributes to program and curriculum design and development (e.g. part of a course/module/rotation/CPD event development team, Faculty development etc.) Renewal of existing curriculum objectives 	<ul style="list-style-type: none"> Leads program or curriculum design or development Extensive revisions of curriculum or objectives Peer reviewer/consultant for Schulich internal programs Leads program or curriculum design or development (at any level of medical education including faculty development) 	<ul style="list-style-type: none"> Contributes to program or curriculum design and development that have national or international impact (e.g. AFMC network, CFPC, RCPSC, MCC, CACMS, consultant/external reviewer, etc.) Design of a major new course or training program Peer reviewer/consultant for external programs (i.e. RCPSC)

	Performance Indicators	Progression →		
		Assistant Professor	Associate Professor	Professor
	<i>Undertaking peer evaluation</i>	Receive peer evaluation and critically reflects on results.	Receive peer evaluation and critically reflects on results.	Receive peer evaluation and critically reflects on results.
	<i>Development and implementation of effective and innovative teaching resources</i>	<ul style="list-style-type: none"> Implement new teaching tools (i.e. website, manuals, social media, technology, etc.) Publication/scholarly work toward teaching or education innovations 	<ul style="list-style-type: none"> Development of new teaching tools with a local / university impact (i.e. website, manuals, social media, technology, etc.) Recipient of or nominated for awards or other special recognition related to teaching tool innovations 	<ul style="list-style-type: none"> Development of new teaching tools with a national / international impact (i.e. website, manuals, social media, technology, etc.).
	<i>Development and implementation of effective and innovative assessment/ feedback tools</i>	Participates in the development of innovative evaluation tools.	<ul style="list-style-type: none"> Has a significant role in the development of evaluation tools (i.e. CBME, designs new ITERs,) Collaborator in innovative evaluation initiatives at local / regional level Recipient of or nominated for awards or other special recognition related to assessment innovations 	<ul style="list-style-type: none"> Has a highly significant and/or primary role in the development of evaluation tools: Leads major evaluation innovations at local level Collaborator in innovative evaluation initiatives at provincial / national level
Education Leadership	<i>Academic administration, academic planning and policy making</i>	<ul style="list-style-type: none"> Participates in leadership activities at introductory levels (e.g. member of curriculum sub-committee, Residency Program Committee, CPD program committee, etc.) Participates in planning committees for local conferences, symposia, and Scientific Planning Committees (SPC). Medical School & Postgraduate admissions interviews and file reviews 	<ul style="list-style-type: none"> Takes leadership roles as appropriate (e.g. chair of curricular sub-committee, ad hoc curricular committee, module lead, CPD advisory Committee, etc.) at local and regional level Planning Committee Chair for local, provincial conferences or symposia Scientific Planning Committee Member for national conferences or symposia Leadership/membership in local research administrative committees (i.e. Research Ethics Board, scientist evaluation) Medical School & Postgraduate admissions interviews and file reviews 	<ul style="list-style-type: none"> Member / Chief of a national medical education group or committee Planning Committee Chair for national, international conferences or symposia Member / Chief in national / international research administrative committees (i.e. Research Ethics Board, scientist evaluation) Member of Admissions Selection Committees and/or Subcommittees Member of Schulich School of Medicine & Dentistry Appointments and Promotions Committee

Performance Indicators	Progression →				
	Assistant Professor		Associate Professor	Professor	
<i>Academic advising activities (Coaching, mentoring and preceptorship)</i>	<ul style="list-style-type: none"> • Supportive of medical students, residents, fellows, practicing physicians, and allied health professionals • Documentation of learner or peer mentoring, portfolio mentor, academic advising, coaching and preceptorship (across the CanMEDS roles) • Design and supervise remediation/ individualized learning plans for students 	+	<ul style="list-style-type: none"> • Promotes professional development and advancement of medical students, residents, fellows, practicing physicians, and allied health professionals • Leads mentorship programs • Coaches and mentors other educators • Provide peer evaluation & assist with the recipients reflection • Design and supervise remediation/ individualized learning plans for colleagues 	+	<ul style="list-style-type: none"> • Promotes professional development at national and international levels • Winner of mentorship award (departmental, university, national) • Coaches and mentors other educators • Provide peer evaluation & assist with the recipients reflection • Role model / expert around teaching skills
<i>Teaching of education methods and instructional development</i>			Present at professional meetings / presentations on teaching [Locally & Regionally]	Identification as local faculty development leader at Distributed Education sites	
<i>Board examiner</i>			CBME lead for a department or program	<ul style="list-style-type: none"> • Member of Provincial and National Colleges - CFPC, RCPC - Examiner of trainees and physicians • CBME lead for faculty 	
<i>Accreditor of academic programs</i>	<ul style="list-style-type: none"> • Participate with accreditor (CPD office) to accredit events or training sessions • Participation in internal reviews of residency 	+	<ul style="list-style-type: none"> • Overseeing accreditation of the organization at various levels • Participation in reviews of internal AFC programs 	+	<ul style="list-style-type: none"> • Acting as the accreditor for other universities • Chairing internal reviews of programs • Leading or participating in external reviews on behalf of the CFPC or RCPC
<i>Course Director</i>			<ul style="list-style-type: none"> • Director of UME, PME or CME course / program • Specialty or sub-specialty program director 	<ul style="list-style-type: none"> • Department chair chief • Member of the DECANAL team 	

	Performance Indicators	Progression →		
		Assistant Professor	Associate Professor	Professor
Education & Evaluation Research	<i>Publications</i>	<ul style="list-style-type: none"> • Collaborator on an education research project • Evidence of submitted Principal or Senior Responsible author research publications 	<ul style="list-style-type: none"> • Peer reviewed publication on an education research initiative • Principal and or Senior Responsible author publications 	<ul style="list-style-type: none"> • Multiple peer reviewed publications on education initiatives and topics • Publications consistent with a national/international leadership role in education
	<i>Contributions to scientific meetings</i>	Abstract presentations at national/international research meetings	Moderator / discussant at national / international research meetings	State of the art / keynote address at discipline's major international research meetings
	<i>External recognition (invitations to lecture, awards, book chapter invitations, etc.)</i>	<ul style="list-style-type: none"> • Invited original research presentations at local level • Divisional award(s) • Reviewer of journals in field of education / evaluation • Reviewer for local and provincial granting agencies 	<ul style="list-style-type: none"> • Provincial / National / international invited research presentations (i.e. grand rounds, seminars, subspecialty meetings / workshops / symposia, plenary) • Local / provincial research award(s) • Reviewer for national, international granting agencies • Member of local or provincial grant panel • Member of national, international grant review panel • Invited contribution of research reviews to textbooks and/or journals 	<ul style="list-style-type: none"> • Gives named lectureships • Organizer or session organizer of international research symposium • National / international award(s) • Chair, Scientific Officer or member of multiple grant review panels • Invited contribution of research reviews to textbooks and/or journals
	<i>Grant applications & competitive grants</i>	Collaborator on a local education grant	PI or co-PI on a local or national education grant	<ul style="list-style-type: none"> • PI or co-PI on multiple national/international education grants • May lead group funding initiatives
	<i>Editorial duties</i>		Serves on editorial board of journal(s) in field of study.	<ul style="list-style-type: none"> • Associate editor or editorial member of highly rated journal(s) • Multiple editorial contributions with national / international impact
	<i>Impact on education (knowledge translation)</i>	Development/co-development of educational research reviewed, implemented, adopted, and/or disseminated at a local level.	Development/co-development of educational research reviewed, implemented, adopted, and/or disseminated at a regional or national level.	Development/co-development of educational research reviewed, implemented, adopted, and/or disseminated at a national or international level.

References

Adapted from "CPCD Booklet" by The Hospital for Sick Children, 2011. Copyright 2011 by The Hospital for Sick Children.

Adapted from "University of Saskatchewan Standards for Promotion and Tenure" by the University Review Committee, 2011 (Rev. 2018).