

# Clinician Teacher Guide 2.0 Schulich School of Medicine & Dentistry

## Important Principles for Framework:

- This guide applies to activities related to Academic Teaching/Education, complementary ARC Clinician Educator. (NOTE: Professor may not be typical in this ARC and is in “grey”)  
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, Department and Schulich A & P Committees to better understand the type of work that may be expected at a given career rank with progression. Each department will also have global teaching expectations set by Schulich with the Chair. It is the Chairs’ responsibility to distribute the totality of this teaching within their faculty members.
- There are general guidelines for teaching expectations as set by ARC. They may include baseline \*ISGL and ACP expectations for individual faculty. This will help set standards for promotions. Promotion will be achieved based on all academic domains. 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, academic tasks/work considered for promotion at any given rank includes, but is not limited to, the items listed below. Associate Professor is career rank.

CONTINUUM OF ACHIEVEMENTS			
Clinician Teacher	Assistant Professor	Associate Professor	Professor
<b>Geographic Scope</b>	<b>Local/Regional</b> (Academic: Department/Division, University, Institutes, Centres, REB, Foundation, etc.)	<b>Provincial/National</b> (Academic: Department Schulich, Academic Association; Regulatory or licensing bodies)	<b>National/International</b> (Academic: Schulich/Western, Academic Associations, Healthcare and Medicine Provincial/National/International Organizations)
<b>Administrative Scope</b>	<b>Member</b> (Academic: Committee Membership)	<b>Member/Leader</b> (Academic: Committees, task forces, boards, Mid-level administrative roles)	<b>Leader</b> (Academic: Chair, Board Member/Chair, President/Vice President, Vice Dean, Dean, Vice Provost, Provost)
<b>TEACHING &amp; EDUCATION</b> 15-40%  *Based upon 40%	<ul style="list-style-type: none"> <li>PGME didactic/simulation and UME: *ISGL (36 hours/yr) + ACP (10 hours/yr)</li> <li>Teaching activities to be 70 + hours/yr. Activities may include:                             <ul style="list-style-type: none"> <li>UME, PGME, CPD expectation based on % contribution for teaching</li> <li>Admissions: CARMS file reviewer</li> <li>Participation in student advisory and examination committees</li> <li>Significant contributions in UME, PGME and CPD - has developed an education focus in one area of by year 3; abstract presentation at education conferences</li> <li>Contributes yearly to examination development (oral, OSCE, written)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates sustained significant participation in:                             <ul style="list-style-type: none"> <li>UGME teaching for promotion</li> <li>Bachelor Med Sciences or Graduate Sciences teaching involvement will be considered</li> </ul> </li> <li>Leads/chairs university or national level education initiative</li> <li>University, national and have international involvement; national or specialty involvement; serves on ≥ 2 committees locally and nationally</li> <li>Participation in Learner (student, trainees, graduate students) advisory and examination committees</li> <li>Leads or chairs committees or scholarship initiatives in area of focus</li> <li>&gt; 1 education publication ~ q 3 years</li> <li>Teaching generally evaluated as effective with no concerns raised</li> </ul>	<ul style="list-style-type: none"> <li>As per Associate plus teaching/educating peers nationally/internationally</li> <li>University, national and international involvement</li> <li>Chairs academic national or specialty committees; serves on ≥ 2 committees; chairs ≥ 1 committee</li> <li>Participation in student advisory and examination committees</li> <li>Invited speaker/Plenary and delivers faculty development/workshops nationally/internationally</li> <li>Leads or chairs on national/international education academic taskforce initiatives</li> <li>Collaborative education initiatives (RCPSC, CFPC, AFMC, CACMS, CACME, etc.)</li> <li>Teaching generally evaluated as effective with no concerns raised</li> <li>Participates as required Faculty Development (teaching, curriculum, EDIDI, etc.)</li> </ul>

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Abbreviations: \*ISGL – Integrated Small Group Learning; ACP – Academic Coaching Program. Reference: *Conditions of Appointment for Physicians (2018)*

CONTINUUM OF ACHIEVEMENTS			
Clinician Teacher	Assistant Professor	Associate Professor	Professor
	<ul style="list-style-type: none"> <li>Teaching generally evaluated as effective with no concerns raised</li> <li>PGME: Clinical Service teaching/supervision minimum set by department</li> <li>Participates as required Faculty Development (i.e. teaching, curriculum, EDIDI, etc.)</li> <li>Nomination/Received education awards local</li> </ul>	<ul style="list-style-type: none"> <li>Participates as required Faculty Development (teaching, curriculum, EDIDI, etc.)</li> <li>Must demonstrate sustained activity as defined above</li> <li>Nomination/Received education awards provincial/national</li> </ul>	<ul style="list-style-type: none"> <li>Invited to participate in key Academic leadership or education roles nationally, internationally</li> <li>Must demonstrate sustained leadership in education</li> <li>Received recognition for education excellence with awards national/international</li> </ul>
<b>RESEARCH &amp; SCHOLARLY ACTIVITY</b> 0-20%	<ul style="list-style-type: none"> <li>Peer Review Publications:               <ul style="list-style-type: none"> <li>1 first or senior author publication in first 5 years or 5 co-author in first 6 years Total ~ 1 to 5 (over 6 years)</li> </ul> </li> <li>Peer Reviewed Grants: collaborator on local grants</li> <li>Trainee Research Mentorship: supervision of residents, medical students, other trainees on QI or other research starting by year 3</li> <li>Scientific Presentations:               <ul style="list-style-type: none"> <li>main oral presenter for: 1 local on average/year on research topic</li> </ul> </li> <li>Demonstrates general research contributions</li> </ul>	<ul style="list-style-type: none"> <li>Peer Review Publications:               <ul style="list-style-type: none"> <li>1 primary/senior author publication every 3 yrs or average 2 co-author publications per year Total ~ 2 to 6 (over 6 years)</li> </ul> </li> <li>Peer Reviewed Grants:               <ul style="list-style-type: none"> <li>collaborator or co-applicant on local and provincial/national grants</li> </ul> </li> <li>Trainee Research Mentorship:               <ul style="list-style-type: none"> <li>supervision of residents, medical students, other trainees on QI or another research</li> </ul> </li> <li>Scientific Presentations:               <ul style="list-style-type: none"> <li>main oral presenter for: 2-3 local/national on clinical or research topics</li> </ul> </li> <li>Research Impact and Scientific Contributions: Academic collaborations, participation in review panels, ethics boards, journal reviews</li> </ul>	<ul style="list-style-type: none"> <li>Peer Review Publications:               <ul style="list-style-type: none"> <li>1 first or senior author publication every 2 years or 2-3 coauthor publications/yr Total ~ 3 to 12 (over 6 years)</li> </ul> </li> <li>Peer Reviewed Grants:               <ul style="list-style-type: none"> <li>collaborator or co-applicant on local and provincial/national grants</li> </ul> </li> <li>Trainee Research Mentorship:               <ul style="list-style-type: none"> <li>supervision of residents, medical students, other trainees on QI or another research</li> </ul> </li> <li>Scientific Presentations:               <ul style="list-style-type: none"> <li>main oral presenter for: 2-3+ national, international on clinical or research topics</li> </ul> </li> <li>Research Impact and Scientific Contributions: collaborations, participation in review panels, ethics boards, journal reviews</li> </ul>
<b>LEADERSHIP/ROLE MODEL/GENERAL CONTRIBUTIONS</b> 5-30% <b>SERVICE/ADMIN</b> 5-30%	<ul style="list-style-type: none"> <li>Dept./Div., university, provincial/national</li> <li>Serves on ≥ 2 education committees by yr. 3</li> <li>Academic Accreditation related activities</li> <li>Academic Peer support, Mentorship, Task forces, QI, special projects, etc.</li> <li>Academic Professional service organization</li> <li>Academic Financial Management Committee</li> </ul>	<ul style="list-style-type: none"> <li>Participates in university/provincial level committees</li> <li>Academic Education Leadership at department level Division Chair/Vice Chair (1 term)</li> <li>Presents teaching/education conferences/meetings, provincially/nationally</li> <li>Mid-level teaching leadership Schulich/University</li> <li>360 indicating teaching leadership strengths</li> </ul>	<ul style="list-style-type: none"> <li>Academic Division Chair/Vice Chair (2 terms) and or Department Chair (1+ terms)</li> <li>Major Academic leadership at Schulich/Western: on selection committees, executive committees, councils, etc.</li> <li>Academic national/international research leadership role</li> <li>Serves on Western university committees, programs, etc.</li> <li>360 from peers reflecting research excellence &amp; strengths</li> </ul>