

# Role Components

Category	Clinical Service*	Teaching	Research	Admin	HCL / Role Model / General Contributions	Pre-Requisites
Clinician Teacher	50-70 %	15-40%	0-20%	5-30%	5-30%	<ul style="list-style-type: none"> <li>• May be hired directly following RCPSC / CRPC (or equivalent) certification</li> <li>• During first 3 years of appointment professional development in education, health care delivery or research is expected.</li> </ul>
Clinician Researcher	30-60%	10-40%	30-60%	0-10%	5-30%	<ul style="list-style-type: none"> <li>• Relevant additional research training after completing clinical training (normally 2 years or more)</li> <li>• Appropriate research training performance and research career plans</li> <li>• Recruitment supported by existing SSMD research group</li> <li>• Cross appointed to a research institute and usually to a Basic Science Department.</li> </ul>
Clinician Educator	15-50%	50-75%	0-30%	0-30%	5-30%	<ul style="list-style-type: none"> <li>• Additional post certificate training (Masters/equivalent) in education is expected.</li> </ul>
Clinician Scientist	5-25%	5-25%	70-80%	0-10%	5-30%	<ul style="list-style-type: none"> <li>• Research training sufficient for an Independent research career (normally 3 years or more Post M.D.)</li> <li>• Formal cross appt. to Basic Department (concurrent with joining Clinical Department).</li> <li>• An advanced degree e.g.: M.SC., Ph.D. in an area related to research field (desirable)</li> </ul>
Clinician Administrator	15-40%	10-30%	0-30%	40-75%	5-30%	<ul style="list-style-type: none"> <li>• Training in health care administration and/or leadership is expected , before or concomitant with undertaking the administrative role.</li> </ul>

\*Up to 20% of any clinical activity involving trainees can be assigned to teaching.

Clinical Service Teaching and the role component Teaching should be a minimum of 30% if promotion will be on the basis of strength in teaching in the Provost Stream.

Thank you to Dr. Bertha Garcia & Mair Hughes for developing this slide.

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