

Guide to Careers in Health Professions Education

	Scholarly Teacher	Educator Scholar/Innovator	Education Researcher/Scientist	Education Leader
<p>Primary focus of educational activity at University of Toronto:</p> <p>Beginning role</p>	<p>Scholarly Teaching (variety of formats including clinical precepting/supervision, small group facilitation or large group lecturing)</p> <p>Assessment of and feedback to learners</p>	<p>Scholarly educational activities such as: program development, educational innovation, program evaluation and research</p> <p>Educational administration relating to teaching: (example Hospital, Education Coordinator, Course Coordinator, Program Director, etc.)</p>	<p>Developing a research program or lab.</p> <p>Seeking funding as PI on multiple grants</p> <p>Publishing and presenting</p> <p>Co-supervising graduate students or membership on thesis committees</p>	<p>Participating in or directing smaller scale education portfolios within the university or healthcare setting</p> <p>(e.g. hospital specific departmental education leaders, graduate, postgraduate, undergraduate or clinical site coordinators, chairs of education subcommittees, directors of site specific seminar programs or other types of curricula)</p>
<p>Primary focus of educational activity at University of Toronto:</p> <p>Advancing role</p>	<p>Scholarly Teaching</p> <p>Course development</p> <p>Assessment and improvement of teaching</p> <p>Can include elements of education scholarship as described under Educator</p> <p>Mentoring and coaching others</p>	<p>Educational activities, such as: program development, educational innovation, program evaluation, and research</p> <p>May be involved in direct teaching, educational administration</p> <p>Roles on university or hospital education committees, and/or national level education committees</p> <p>Mentoring and coaching others</p>	<p>Leading a primary research program or lab</p> <p>Obtaining funding as PI/Co-PI on multiple grants</p> <p>Publishing and presenting</p> <p>Supporting and supervising graduate students</p> <p>Mentoring and coaching others</p>	<p>Leading education portfolios at the faculty ,senior departmental and hospital levels</p> <p>(e.g. dean, associate dean, vice-chair education, chairs, education centre director, directors of departmental education or curriculum committees, VP education for a hospital)</p> <p>Leadership role at national/international level</p> <p>Mentoring and coaching others</p>

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<p>Nature/Types of scholarly activity</p>	<p>Teaching that is characterized by:</p> <ul style="list-style-type: none"> • Articulation of clear goals and objectives • Preparation and development of relevant resources and materials • Consistent use of effective and appropriate teaching methods • Achievement of results in learners knowledge ,skills and attitude • Dissemination of novel or innovative teaching methods and resources • Ability to improve one’s teaching in response to feedback and reflection <p>(adapted from Glassick’s criteria)</p>	<p>Scholarship in Education as demonstrated by contribution of new, peer-reviewed resources that advance the field.</p> <p>This may be in areas of: program development, teaching methods educational innovation, program evaluation, theoretically driven research questions.</p> <p>Disseminating scholarship</p>	<p>Developing a Research program</p> <p>Disseminating Research Findings</p> <p>Developing Reputation as a Researcher</p> <p>Community Participation:</p> <ul style="list-style-type: none"> • Peer reviewing for grant agencies, journals <p>Generativity:</p> <ul style="list-style-type: none"> • support of (research) students, graduate students and post-doctoral fellows in lab 	<p>Development of innovations in program development, implementation, support, renewal and evaluation</p>
<p>Time allocation (varies by department and faculty)</p>	<p>Up to 50% teaching</p>	<p>50-100% educational activities as above</p>	<p>50-75% + research</p>	<p>50%- 100% education leadership/admin</p>
<p>Required skills</p>	<p>Teaching skills</p> <p>https://cfd.utoronto.ca/teaching/resources</p>	<p>Curriculum development and evaluation</p> <p>Skills for educational scholarship (including grant writing, evaluation, scholarly writing)</p>	<p>Research methods and theories</p>	<p>Leadership and management</p>

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Suggested types courses/ degree programs	Teaching skills development	Education Scholars Program (CFD) and/or MEd focused on pedagogy	Graduate-level degree	ESP, Master’s degree, Courses in Leadership
Formal Training:	<p>Teaching skills training (e.g. workshops/courses)</p> <p>Stepping Stones Certificate Program (CFD)</p> <p>Departmental faculty development: Master Teacher Program (Department of Medicine) Clinical Teacher Certificate Program (DFCM) Basics for New Faculty (DFCM)</p> <p>Credentialed Clinical Instructors Program (CCIP) http://www.apta.org/CCIP</p>	<p>Education Scholars Program (ESP) (CFD) graduate credit eligible</p> <p>Ontario Institute for Studies in Education (OISE/U of T) MEd (Masters in Education-Health Professional Education)</p> <p>Department of Public Health Sciences “Master of Science in Community Health” MScCH: Health Professions Teaching Education (HPTE)</p>	<p>Masters or PhD in graduate program, U of T e.g. Institute of Medical Science (IMS) Ontario Institute for Studies in Education (OISE/U of T) http://www.oise.utoronto.ca/lhae/Programs/Higher_Education/Degrees_Offered/Masters.html</p> <p>Health Policy Management and Evaluation (HPME)</p> <p>Listing of graduate programs available worldwide: https://www.faimer.org/resources/mastersmeded.html https://www.faimer.org/resources/pd-program.html</p>	<p>Education Scholars Program (ESP)</p> <p>New and Evolving Academic Leaders (NEAL) Program</p> <p>MEd, OISE/U of T</p> <p>Collaborative Change Leadership Program (CIPE)</p> <p>Courses in Med Ed Leadership such as: Canadian Leadership in Medical Education (CLIME) program offered through Canadian Association for Medical Education (CAME)</p> <p>Harvard Macy Programs</p> <p>Association of American Medical Colleges (AAMC) leadership course</p>

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Programs that have the ability to address/include educational issues		Listing of graduate programs available worldwide https://www.faimer.org/resources/mastersmeded.html GDRS (Graduate Degree in Rehabilitation Science)	Any Social Science or Natural Science discipline	Ontario Medical Association/Canadian Medical Association leadership courses HPME (U of T) programs
U of T Fellowship programs		Joint Wilson Centre/Centre for Faculty Development Fellowship	Wilson Centre Fellowship	
Additional sources of information and/or guidance	Centre for Faculty Development Departmental or hospital education leaders/faculty developers	Wilson Centre Centre for Faculty Development Departmental or hospital education leaders/faculty developers	Wilson Centre Knowledge Translation Program Departmental or hospital education leaders/faculty developers	Centre for Faculty Development Senior education administrators (e.g. Deans, Chairs, Department Chiefs) Departmental or hospital education leaders/faculty developers

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