

You + Your Chief = _____

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Everything You Wanted to Know...

- The Chief's role
- Chief's expectations
- What you can expect
- Questions

Psychiatrist-In-Chief Role

- Multi-Directional **Accountability** to the Hospital/Health System and the University of Toronto Department of Psychiatry
- **Role and Expectations** May Vary Depending on Institutional Structures
- PIC sits on the **MAC** (“ All the Chiefs”) in a Public Hospital Setting
- Typically responsible for **aligning with both the Hospital/Health System Strategic Plan AND Developing a Plan for the Department plus supporting the U of T Psychiatry Strat Plan**
- Supports the **tripartite goals** of clinical care, medical education and scholarship
- Responsible for **Physician Performance, HR, practice plan input, Quality and Safety**
- Partners with a **Hospital Administrative Lead** with input into departmental development of budget, business cases for increased programming, space planning etc.

Questions for you to ask if you haven't already?

- What is the Hospital/Health System's Strategic Plan? Or Priorities for the Coming years?
- What are the themes that have emerged from prior external reviews or other sources of feedback?
- What did your Psychiatrist in Chief identify as priorities when he/she applied for the job or met with their own CEO ?
- How are decisions about money, space, personnel made in your department?

Chief's Expectations

- **Alignment with:**
 - **Job Description/Contract**
 - **Medical Staff Bylaws**
 - **Departmental Ethos**
 - **Hospital Mission, Vision and Values**
 - **Professional Practice Expectations**
 - **CPSO**
 - **Participation in Academic Mission**
 - **Self Regulation/Wellness/Balance**

Your Expectations

- Clarity of Academic Job Description (AJD)
(clinical, teaching, research)
- Material Resources to Support the AJD
- Commitment to Growth and Development
- Mentorship
- Wellness Support
- Opportunities for Contribution
- Purpose and Mastery

Your Expectations

- Annual reviews/feedback
- Help understanding and preparing for the 3 year review and academic promotions
- Guidance around complaints
- Recognition through award nominations, opportunities for advancement

Questions

