Psychiatry
UNIVERSITY OF TORONTO

Faculty Development Toolkit

Tools and resources for faculty growth and success

Abstract

A guide to facilitating growth and success in academic roles, activities, and career trajectory for faculty members in the University of Toronto's Department of Psychiatry.

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Faculty Development Toolkit

What is Faculty Development?

Faculty Development is any planned activity that facilitates growth and success in a faculty member's academic roles, activities, and career trajectory. "Academic" specifically refers to the Department of Psychiatry's academic mission in education, research, and creative professional activity. Thus, Faculty Development, with its focus on academic knowledge and skills, is distinguished from Continuing Professional Practice Development and Continuing Education, which focus on clinical knowledge and skills and other aspects of clinical practice).

Why do Faculty Development?

To be a successful faculty, it is important to continuously expand and improve one's academic knowledge and skills in the same way as a successful clinician would continuously expand and improve their clinical knowledge and skills.

Department of Psychiatry Faculty Development Events

Donald Wasylenki Education Day
- this is a one-day event, typically occurring in February, that focuses on knowledge and skills in teaching and education

Orientation Day for New Faculty
- this annual fall event is geared towards faculty within their first 3 years of appointment
- it focuses on providing an overview of core academic knowledge and skills, including basic knowledge and skills for faculty starting in teaching and supervision roles

Centre for Faculty Development Workshops for Psychiatry Teachers and Educators
- inaugural program offered in partnership with the Centre for Faculty Development
- workshop series customized for psychiatry teachers and educators
- offers education career development curriculum aligned with our department's strategic plan (ie. focusing on EDI, mentorship, wellness)
- opportunity to join a community of practice to facilitate academic collaborations, scholarship, and sharing of resources
- offers flexible and adaptive curriculum designed in response to emerging faculty needs

Community of Practice/Mentorship Group for Clinician Teachers
- inaugural program launched in June 2022
- this community meets monthly, with the content determined in response to faculty needs
- Topic areas include:
    - Choosing and maintaining a career pathway
    - Negotiation, choosing priorities/options, and self-advocacy skills
    - Programs and opportunities to develop teaching skills
    - Promotion pathways, including tips for success and how to put together a dossier
    - Effectively supporting trainees
    - Processing and managing negative evaluations
    - Addressing issues of equity, diversity, and inclusion in teaching
    - Wellness and establishing a network for support & shared reflection

STACER Examination Module: A Self-Directed Course for Examiners
- this inaugural offering for this training is in a self-paced, e-module format to make it accessible to faculty on demand
- participants receive a certificate of completion
- additional resources have been developed to support faculty knowledge and skills as an examiner (ie. FAQ and STACER Examiner Tip Sheet)
- the module is accessible via Quercus, please contact facdevcppd.psych@utoronto.ca
- Course content includes: introduction, psychometrics for STACER examiners, STACER procedures, passing standards (vignettes), final quiz, and resources.

Promotion Primer

- this is a half-day event, typically occurring in late November, that focuses on informing faculty on the process of promotion and how to prepare their materials for successful promotion

Department of Psychiatry Mentorship Program

The Department of Psychiatry values mentorship given its role in career development, career satisfaction and wellness. It is strongly recommended to have **at least one primary mentor**, particularly in the first five years of appointment. The Department is committed to assisting each faculty to find a primary mentor and also offers a number of mentorship groups or communities of practice" to support development for specific academic roles or for peer support related to identity.

Register for the online mentorship program

Faculty Mentorship Groups

The Department organizes mentorship groups/communities of practice related to a faculty's social identity or background. The mentorship groups are co-led by two facilitators, typically a mid-career/senior and junior faculty member. Groups collaboratively determine their goals and meeting formats through member input.

- Clinician Scientists & Investigators
  - *Topics include "Promotion on the Research Track"; "Hiring a High-Performing Research Team"; Dealing with Rejection"; topics related to grantmanship, "The Joy of Clinical Trials" and ways to support roles in leadership.*
- Clinician Teachers
  - *Topics include "Identity as a Clinician Teacher"; "Dealing with Negative Evaluation from Learners; "Supporting Trainees with Accommodations". This group also provides networking opportunity with other clinician teachers.*
- International Medical Graduates (IMGs)
  - *This mentorship group brings together International Medical Graduates who often feel isolated and learning about the Canadian health care system and career pathways. Topics include "Academic Promotion"; "Transitioning from an academic to independent license"*
- 2SLGBTQ+ Mentorship Group
  - *The group offers networking opportunities and peer support to foster academic career advancement and foster a sense of belonging while navigating social identity. Its key aims include reducing isolation and the sharing of strategies in working with an academic system.*
- Status-Only (PhDs and other non-MD) Faculty Mentorship Group
  - *This mentorship group brings together our non-MD faculty and provides opportunities for networking and sharing of experiences/strategies of faculty working within a system where the majority of faculty are MDs. Topics include "Hiring a High-Performing Research Team"; "Promotions, Teaching Evaluations and Academic Scholar Grants"; "Building Identity and Career as Status-Only" and topics related to leadership.*
- Uplifting Women & Underrepresented Genders in Academia (UPWURD)
  - *This mentorship group brings together women and underrepresented faculty. The group provides added psychosocial support and opportunities for networking as well as the sharing of strategies in navigating within an academic system. Topics explored include: "Addressing Microaggressions", "Work-Life Balance: Everything you Wanted to Know but were Afraid to Ask"; "Self-Advocacy and Personal Career Building Strategies".*

- Quality, Innovation, and Safety (QIS) Mentorship Group
  - *This mentorship group is focused on supporting faculty who are interested in building their academic careers in QIS*
  - *Individuals who are engaging in QIS work or interested in learning more about this academic pathway, are encouragement and welcome to attend. Topics explored include: "Getting Started in QIS Work", "Advanced Training Opportunities in QIS", "How to Choose a Project Focus", "Funding for QIS Work", "Program Evaluation vs QI vs Research"*
- Racialized Women's Faculty Mentorship Group
  - *This mentorship group is focused on the needs of faculty who identify as racialized women. This initiative is meant to supplement the broader mentorship group for women and underrepresented genders, UPWURD. Individuals who identify as racialized women are welcomed and encouraged to attend both the larger women's mentorship group, and this smaller group, if interested.*

Read more about our mentorship groups

Subscribe to Psychnews to receive mentorship group events and announcements

Centre for Faculty Development (CFD)

The Centre for Faculty Development (CFD) is a partnership between Temerty Faculty of Medicine, University of Toronto and Unity Health Toronto. The CFD supports faculty in their multiple roles and activities in health professions education. Their offerings include longitudinal programs, individual workshops, communities of practice and monthly rounds.

Visit the CFD website

CFD Opportunities

Best Practice in Education Rounds (BPER): Integrating Stories and Science

Visit the BPER website

- Co-hosted by the Centre for Faculty Development, The Wilson Centre and the Centre for Advancing Collaborative Healthcare and Education (CACHE)
- BPER links the theory and practice of health professions education and faculty development with invited speakers from local, national and international contexts.
- Offered virtually via zoom, 12-1pm on the second Tuesday of the month throughout the academic year
- Accessible for free, registration is required

Workshops

Visit the Workshops website

- 3 hours in length, on a variety of topics in health professions education
- Offered both virtually via Zoom and in person
- 2 free workshops are available to Temerty Faculty annually through registration and membership

Stepping Stones: Foundations in Education

Visit the Stepping Stones website

- For health professions educators looking to build a foundation in health care education
- Introductory, foundational faculty development program providing support to faculty in their multiple education roles and activities including teaching, education scholarship, advocacy and academic leadership
- 1-2 year program including 9 workshops of participants' choosing and a monthly journal club

Teaching and Learning in the Clinical Context (TLC)

Visit the TLC website

- For supervisors/preceptors focused on foundational knowledge and skills needed to teach in the clinical environment
- Includes both independent self-directed as well as facilitated group learning components
- 12 week program offered virtually

Teaching for Transformation

Visit the TforT website

- For educators interested in the theory and practice of transformative education and critical pedagogies
- Jointly offered by the Centre for Faculty Development and the Centre for Advancing Collaborative Healthcare and Education (CACHE)
- Provides community and develops critically reflective/reflexive individuals in relation to their educational roles in health care
- Educational offerings include an annual conference, the Online Supplements for Education, and custom consultations and programming

Atelier: Collaborative Education Research

Visit the Atelier website

- For novice researchers and scholars not engaged in research as their primary activity
- Jointly offered by the Centre for Faculty Development and the Wilson Centre
- Focused on common methodologies and contemporary topics in health professions education research
- 1 week program

Education Scholars Program (ESP)

Visit the ESP website

- For health professions faculty and learners aiming to develop capacity as education scholars
- Highly applied, intermediate level faculty development program
- 2 year program involving in-person and virtual sessions

New and Evolving Academic Leaders (NEAL)

Visit the NEAL website

- For academic leaders (with or without formal institutional roles/titles) who are engaged in advancing the academic missions of research, education, innovation or program development in the health sciences
- 1 year program involving 3 modules (4-5 days each) held online

Enhancing Teacher Performance

Visit the ETPP website

- For faculty at any stage in their careers
- Short-term, flexible, intensive program to maximize teaching competencies
- Under the guidance and support of a faculty development coach, faculty will participate in focused activities, workshops, and guided sessions to address their unique customized learning goals

Anti-Oppressive Healthcare

Visit the Anti-O website

- Offered in partnership between the Centre for Faculty Development and Office of Inclusion and Diversity, Temerty Faculty of Medicine, University of Toronto
- For anyone interested in anti-oppressive practice and social justice in healthcare
- Consists of two 4-hour modules delivered virtually

Resource Hub

- Houses faculty development resources related to multiple topics of interest in health professions education
- Adaptable and dynamic, continually curating resources based on emerging needs and best evidence
- Developed in collaboration and consultation with other Centres, departments, and organizations across the University of Toronto and the Toronto Academic Health Sciences Network

Teachers in MD Program – Office of Faculty Development Medicine, Temerty Faculty of Medicine, University of Toronto

Most faculty in the Department of Psychiatry, will have some teaching roles in the undergraduate curriculum in MD program. To help support you in these roles, the MD Program has a specific Faculty Development that offer free sessions (in-person/Zoom) to support the individual teaching roles (e.g., Case Based Learning, Clinical Skills and Portfolio Scholar tutors) as well as a variety of resources that you can access through their website.

Specific events are sent to individual emails – keep an eye out for those.
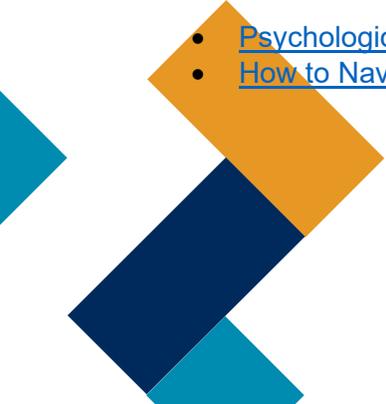
Specific resources available for tutors:
- Case Based Learning
- Clinical Skills
- Health in Community
- Health Science Research
- Portfolio Scholar
- Work-place based assessment in clerkship (EPA)
- Plus more

General resources available for tutors:
- Large Group Learning
- Learning and Teaching Environment

All teachers are asked to become familiar with these two primers as they prepare for their teaching roles:

- Psychological Safety
- How to Navigate Learner Mistreatment – Primer for Teachers

Competency-Based Medical Education – Postgraduate Medical Education, Faculty of Medicine, University of Toronto

Visit the CBME website

- primarily information and resources about CBME

University of Toronto Offices that Include Faculty Development Opportunities

Centre for Advancing Collaborative Healthcare and Education (CACHE)

Visit the CACHE website

This office is part of the U of T Faculty of Medicine. It offers courses on:

- Interprofessional Education (how to teach IPE and create IPE programs)
- Collaborative leadership in IPE

Centre for Teaching Support and Innovation (CTSI)

Visit the CTSI website

This office is part of the University of Toronto (not just Faculty of Medicine). It offers various workshops and programs on:

- general teaching skills
- the use of technology in teaching

Continuing Professional Development (CPD)

Visit the CPD website

This office is part of the U of T Faculty of Medicine. It offers courses on:

- Continuing Education (how to develop and run Continuing Education programs)
- Leadership development in Continuing Education
- Go to their website and click on "Programs" for more information.

Conferences That Focus on Faculty Development

American Association of Directors of Psychiatric Residency Training

Visit the AADPRT website

- annual conference in February/March, focusing on resident education

Association for Academic Psychiatry

Visit the AAP website

- annual conference in the early fall, focusing on teaching and career development
- website also includes a variety of useful resources and links

Association of Directors of Medical Student Education in Psychiatry

Visit the ADMSEP website

- annual conference in June, focusing on medical student education

Association for Medical Education in Europe

Visit the AMEE website

- annual conference in late summer, focusing on teaching and education
- publishes a variety of guides for teaching and education as well as the journal *Medical Teacher*

International Conference on Residency Education

Visit the ICRE website

- annual conference in the early fall, focusing on resident education

International Congress on Academic Medicine

Visit the ICAM website

- annual conference in April, focusing on teaching and education

Journals That Include Faculty Development Topics

A number of journals specifically focus on education and other academic areas, most of which are available free through the U of T library system:

Journals that focus on education and career development:

- *Academic Psychiatry*
- *Academic Medicine*

Journals that focus primarily on teaching and education:

- *Medical Education*
- *Medical Teacher -* has a "12 Tips" series that offers practical suggestions on various areas of teaching
- *MedEdPORTAL*
- *Teaching and Learning in Medicine*
- *BMC Medical Education*
- *Journal of Graduate Medical Education*
- *Journal of Continuing Education in the Health Professions*

Journals that include series on teaching and education:

- *British Medical Journal -* has a series entitled ABC of Teaching and Learning in Medicine
- *Medical Journal of Australia -* has a series entitled Teaching on the Run

Masters Programs

Dalla Lana School of Public Health

Visit the Dalla Lana website

- Master of Science in Community Health: Health Practitioner Teacher Education

OISE/U of T

Visit the OISE website

- Master of Education in a variety of areas, e.g.:
    - Curriculum studies and teacher development
    - Educational administration
    - Higher Education

University of Dundee

Visit the University of Dundee website

- Master of Education
- completed via distance education technology

University of Illinois at Chicago

Visit the University of Chicago website

- Master of Health Professions Education
- can be done primarily online, with one week per summer in Chicago

Leadership Programs

CLIME – Canadian Leadership Institute for Medical Education

Visit the CLIME website

- a 4-day course that focuses on leadership skills in medical education
- this is a good option for those in early to mid-career leadership positions

NEAL

- see above in the CFD section

Physician Leadership Institute

Visit the Physician Leadership Institute website

- run by Joule, a CMA-associated company
- multiple courses offered on leadership and leadership-related issues

Schulich School of Business, York University

Visit the Schulich School of Business website

- several certificate programs focusing on leadership in clinical settings

Quality Improvement Programs

Centre for Quality Improvement and Patient Safety (C-QuIPS)

Visit the C-QuIPS website

- 60-hour certificate course

IDEAS Foundations of Quality Improvement

Visit the IDEAS website

- online learning plus one-day workshop

Institute for HealthCare Improvement

Visit the IHI website

- Multiple online courses and certificate programs

Veteran Affairs Quality Scholars Program

Visit the VA website

- 2-year certificate program focused on quality improvement

Institute for Health Policy, Management and Evaluation (Dalla Lana School of Public Health/University of Toronto)

Visit the IHPME website

- 1-year full time course based Masters program with practicum component
- 2-year full time Masters program with thesis component

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