



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

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## **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 event, typically occurring in the fall, 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

- this is an inaugural program this year offered in partnership with the Centre for Faculty Development
- series of 6 workshops, offered between Nov 2021 – Nov 2022, customized for psychiatry teachers and educators, both faculty and senior residents
- 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 and to address emerging faculty needs

### Community of Practice/Mentorship Group for Clinician Teachers

- this is an inaugural pilot program launched in June 2022
- this community meets monthly and is open and inclusive to clinician teachers, with the content and process determined in response to needs of faculty participants
- Possible 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 for clinician teachers, 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

### 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](#)

## 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).
- Freely accessible, 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

[Visit the Stepping Stones website](#)

- Introductory, foundational faculty development program providing support to faculty in their multiple education roles and activities including teaching, education scholarship, advocacy and academic leadership.
- 2 year program including workshops and journal club.

## Teaching and Learning in the Clinical Context (TLC)

[Visit the TLC website](#)

- Virtual program 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.

## Teaching for Transformation

[Visit the TforT website](#)

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

## Atelier: Collaborative Education Research

[Visit the Atelier website](#)

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

## Education Scholars Program (ESP)

[Visit the ESP website](#)

- Intermediate level faculty development program
- \*Currently undergoing curriculum renewal

## 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. Faculty members must have been in their position for at least 3 years.
- 1 year program involving 3 modules (4-5 days each) held entirely online

## Enhanced Teacher Performance Program

[Visit the ETPP website](#)

- Faculty at any stage in their careers can engage in this short-term intensive program to maximize their 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.



## Resource Hub

[Visit the Hub website](#)

- 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.

## Office of Faculty Development – Faculty of Medicine, University of Toronto

[Visit the Office of Faculty Development website](#)

Current faculty development programs focus on preparation for teaching medical students in pre-clerkship courses and during their clerkship rotation.

- pre-clerkship course sessions focus either on specific courses or on skills for teaching in specific formats (e.g., Problem-Based Learning)
- click on the “Events” or “Resources” tabs and then search for options according to your teaching role, your course, or your home site
- sessions are FREE

## 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 Interprofessional Education (CIPE)

[Visit the CIPE 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*

## Canadian Conference on Medical Education

[Visit the CCME website](#)

- annual conference in April, focusing on teaching and education

## International Conference on Residency Education

[Visit the ICRE website](#)

- annual conference in the early fall, focusing on resident 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
- *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-QulPS)

[Visit the C-QulPS 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

## Contact Information



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