Schulich School of Medicine & Dentistry Faculty Development Framework

Inclusive of Basic Medical Sciences, Dentistry, and Medicine at all sites of the Schulich School of Medicine & Dentistry

As of 2024 04 05

FACULTY DEVELOPMENT PHASES

FACULTY ROLES	FOUNDATION → INNOVATION → TRANSFORMATION		
	CURRENT DEVELOPMENT PRIORITIES (bold=available asynchronous modules)	**FUTURE DEVELOPMENT**	
TEACHER & EDUCATION SCHOLAR	• **Small Group Facilitation** • **Teaching Philosophy Statement Composition** • **Supportive Questioning for Learning** • **Integrating Learners into Virtual Care** • **Clinical Teaching Series** ○ **Co-Creating Mutual Goals: Forging an Education Alliance** ○ **Direct Observation and Feedback in a Clinical Setting** ○ **Probing Clinical Reasoning** ○ **Reflections and Feedback Conversations** Assessment Toolbox (MCQs, Cases, EPAs) Design & Delivery of Interactive Large Group Sessions How to Design an Asynchronous Learning Module Curriculum Innovations Community Precepting/ Giving & Receiving Feedback/Learning in Difficulty Teaching & Assessing Clinical Procedural Skills Instructional Media / Accessibility / Presentation Skills	Curriculum & Course Design OSCE Design Remediation Plans Teaching In a Simulated Environment Teaching to Provide Virtual Care	Teacher Development–Peer Dialogue Teaching Philosophy Health Professionals Education Researcher Teacher/Educator Identity Formation Communities of Practice Interprofessional Team-Based Learning
RESEARCHER	**Hit the Ground Running: What to Know BEFORE You Start a Systematic or Scoping Review Project** Navigating & Accessing Research Support Services at Schulich / Western Research Principles & Design Setting Research Questions Grant Writing Methodologies for Research in Health Professions Education Laboratory Management	Knowledge Translation Strategies Preparing a Manuscript Clinical Trial Design	Building Research Capacity
LEADER / ADMINISTRATOR	Team Development Emotional Intelligence Essentials of Project Management **Principles of Quality Improvement** Committee Management, Structure, & Procedural Tools Candidate Interviewing (Bias & Diversity)	Difficult Conversations Strategic Planning Facilitation Career Transitions Motivation-Creativity-Innovation Effective Competence Committees Program Directorships	Organizational Change Management Succession Planning Crises Preparation & Management
ROLE MODEL → *ACROSS ALL PHASES*	• **Equity, Diversity, Inclusion (EDI)- Foundations** • **Dismantling Anti-Black Racism: A Toolkit for Health Professions** • **Steps Towards Becoming a 2SLBGTQI+ Ally** • **Introduction to Sustainable Health System** • **Professionalism in Medicine & Dentistry Part I: Definition, Development & Departures**	The Hidden Curriculum in Health Professions Education Coaching Principles for Learners & Peers Faculty Wellbeing Professional Interactions in a Virtual Environment Communication Skills (Conflict Management, Negotiation)	Informatics & Artificial Intelligence Indigenous Health Mentoring Trainees Competency Based Education (Rationale & Practice Across the Continuum)

CPD Continuing Professional Development