



Academic Position Description: Full-Time Clinician Quality and Innovation

Faculty Member: _____

Hospital/ Organization: _____

General Description: A faculty member focused on enhancing health outcomes through leadership and collaboration around improvement and innovation activities. This job category serves to broadly include faculty whose primary academic interest is that of engaging in quality improvement (QI), patient safety, knowledge translation (KT), or other forms of healthcare innovation (e.g., advancing health informatics, developing new models of care).

For the purposes of this position description, the term “quality and innovation” is used in its broadest sense, and is intended to encompass activities relating, but not limited, to quality improvement, patient safety, knowledge translation, or other forms of healthcare innovation.

Time Distribution: The faculty member is engaged in academic activities for at least 30% or more.

- 60-70% clinical related activities (includes teaching within the context of clinical care provision)
- 20-30% quality improvement, patient safety, knowledge translation and/or healthcare innovation activities (including research and creative professional activity (CPA))
- 10-20% Teaching and education-related activities
- 5% Administration

	Time Distribution (must add up to 100%)	Description
Clinical Activity		Since academic contribution is in the context of clinical service, the type of activity varies according to location of practice.
Research Activity		Clinicians in the Quality and Innovation track may choose to carry out their improvement and/or innovation work as research and/or clinical activity and disseminate via traditional research-based avenues

		(e.g., conference presentations, peer-reviewed manuscripts or alternative avenues e.g. guidelines committee work, social media)
Teaching Activity		<p>Quantity</p> <ul style="list-style-type: none"> • Teaching only within the context of provision of clinical care is not sufficient; • Clinicians in the Quality and Innovation track are expected to engage actively in teaching but the nature of teaching will vary depending on the nature of their improvement and/or innovation activities and clinical work. • Teaching commitments should ideally include the delivery of educational programs that relate specifically to quality improvement, patient safety, knowledge translation or healthcare innovation across the learning continuum (e.g., from undergraduate to postgraduate to continuing education), plus at least one other from the following: <ul style="list-style-type: none"> • Participation in centrally scheduled, evaluated undergraduate teaching and examinations (e.g., seminars or lectures); • Participation in postgraduate academic half-day or other educational programs; • Supervision of learner research projects; • Teaching in continuing education. <p>Quality</p> <ul style="list-style-type: none"> • Maintain a formal teaching/education dossier document and reflect on their teaching and educational activities and evaluations; • Achieve satisfactory Teaching Effectiveness scores (e.g., POWER, MedSIS evaluation); <p>Display receptiveness to feedback on teaching (e.g., use of feedback to modify a teaching strategy).</p>
Administrative Activity		Member of at least 2 University/hospital quality committees or other committees as appropriate.

Annual Academic Review: The faculty member is required to submit a summary of academic activities during the past academic year and an updated CV.

Continuing Appointment Review: The progress and contributions in each area of activity will be given a comprehensive review at the end of the first three years of appointment. The review process will be conducted by the Departmental Appointments Committee and the Department Chair with input from the hospital department. A satisfactory review will result in a Continuing Annual Appointment with annual reviews. An unsatisfactory review will result in either an extension to the probationary period or termination of the appointment.

Reporting Relationship: The faculty member will report to the Hospital Chief/ Hospital Administrative Leader and the Chair of Laboratory Medicine and Pathobiology, Temerty Faculty of Medicine, University of Toronto. The Hospital Chief and Department Chair are available to discuss the career development of the faculty member.

Faculty Member:

Name	Signature	Date
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Hospital Chief:

Name	Signature	Date
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**University
Department Chair:**

Name	Signature	Date
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