



Medicine  
UNIVERSITY OF TORONTO

**Academic Faculty  
Recruitment in the Department of  
Medicine @UofT**

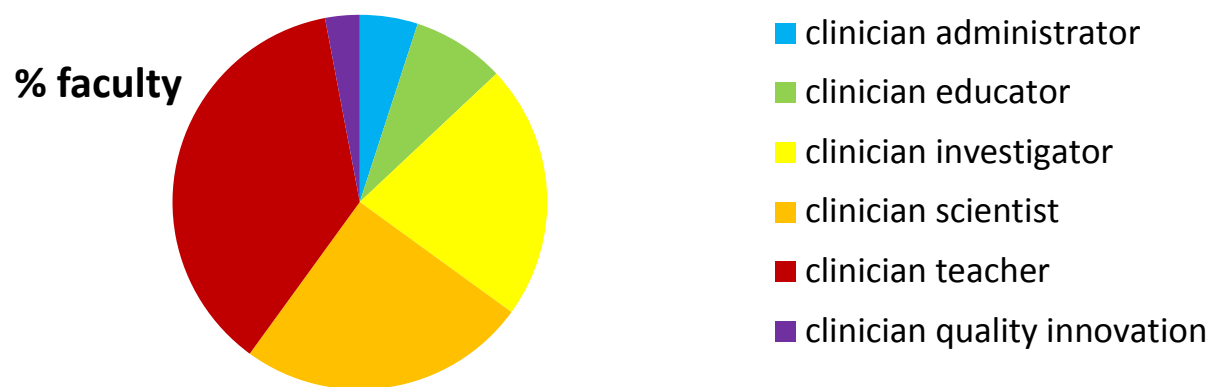
## Objectives

- For those considering a *full-time academic career*, discuss:
  - Department of Medicine at U of T & requirements for appointment
  - Recruitment opportunities by hospital (fully affiliated)
  - Q&A



## The Department of Medicine @ UofT

- 20 divisions located across 6 *fully*-affiliated teaching hospitals
- ~ 1,400 faculty members (~ 800 full-time)



# Dual Identities

## University faculty appointment

- Rank (Lecturer to Full Professor)
- Academic Position description
- License to practice medicine (CPSO)

## Departmental / Hospital Division Heads

## Affiliated hospital appointment

- Clinical appointment (e.g. Courtesy, Active staff)
- Credentialing (CPSO/CMPA, resource impact)
- Practice plan (\$\$)

Chair's office

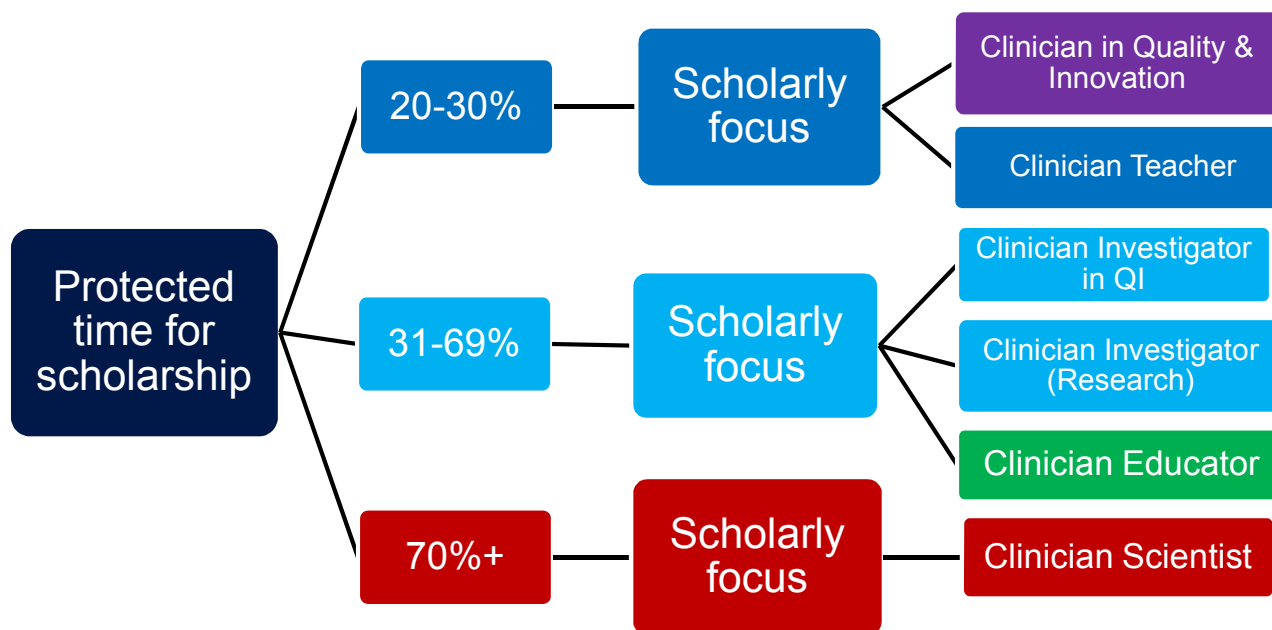
PIC's office  
(EM DDD)

# Academic position descriptions

(a.k.a. academic *job* descriptions)

- University requirement for full time & part time clinical faculty appointees
- Department-specific
- Lays out:
  - Amount of time devoted to each of *scholarship, teaching* (formal and informal), *clinical activities & administrative service*
  - Focus of scholarly work (research – all types - and/or creative professional activity, CPA)

# Academic Position Descriptions



## *University* Requirements for Recruitment @ Assistant Professor

- Advanced training (e.g. fellowship, degree)
- Demonstration of scholarship (e.g. publications)

<http://www.deptmedicine.utoronto.ca/clinical-faculty-academic-appointments#Requirementsforassistantprofessor>

**Relevant to the focus of the requested position**

## Recruitment process - on our website:

<http://www.deptmedicine.utoronto.ca/recruitment-faculty-members-department-medicine-university-toronto>



## Foreign trained (IMG) candidates

- Require “academic license” to practice medicine (CPSO requirement)
  - MUST fulfill requirements for faculty appointment at Assistant Professor level
    - Advanced training + evidence of scholarship *relevant to your planned position*
    - For example.... If CT...evidence of teaching effectiveness; if CI or CS, research training and publications
-



Academic Recruitment Open House November 2017

# **FULLY AFFILIATED TEACHING HOSPITALS**

## Division of Emergency Medicine

- Three main academic EDs with DOM faculty: UHN, SHSC, SMH
- 74 full time DOM faculty
- Integrated with DFCM & Pediatrics



# Strategic/Recruitment Priorities

- CE, cQI, CS
- Global Health
- Health Care Delivery/Policy
- Point of Care Ultrasound
- Prehospital Care
- Simulation Medicine



**Baycrest**

# **Baycrest Health Sciences Department of Medicine**

**Gary Naglie, Chief of Medicine**



## What is Baycrest Health Sciences?

- Unique academic geriatric centre fully affiliated with U of T
- 300-bed hospital with 2 rehab units, psychiatry unit, behaviour management unit, palliative care unit and 4 complex continuing care units
- Ambulatory medical clinics and outreach programs
- 472-bed nursing home, 190-suite retirement home, 120-suite independent seniors condo, community wellness centre, day programs
- Provides care and service to approximately 2,000 people a day

# Academic Strategic Focus

Baycrest

## Leader in Innovation in Aging and Brain Health

- ***Rotman Research Institute*** - one of the premier cognitive neuroscience institutes in the world
- ***Kunin-Lunenfeld Centre for Applied Research and Evaluation*** - supports clinical and applied research in geriatric and dementia care
- ***Centre for Aging and Brain Health Innovation*** – new centre to develop, evaluate and disseminate innovative technologies and services relevant to aging and brain health



# Department of Medicine

The Baycrest logo consists of the word "Baycrest" in white, sans-serif font, centered within a solid blue rectangular box.

- 2 Main Divisions: Geriatric Medicine and Neurology
- Specialist Consultants (e.g., Physical Medicine & Rehab, Cardiology, Dermatology)
- Trainees – medical students, GIM, Geriatric Medicine, Neurology, Family Medicine, Psychiatry
- **Recruitment Needs**
  - ***Geriatric Medicine*** – CT/CQI and CI/CS
  - ***Neurology*** – CT/CQI and CI/CS



# Department of Medicine Sinai Health System

Strategic priorities and recruitment  
Next 5 years

Sinai Health System



## Context

- Mount Sinai Hospital and Bridgepoint Active Health Care amalgamated January 2015 forming Sinai Health System
- SHS has approximately 300 medical beds (84 acute care at MSH, 220 at Bridgepoint in various programs; palliative, dialysis, medical rehab, complex continuing care)
- Bridgepoint is currently community based and run by FMD hospitalists
- The corporate aspiration is to transform Bridgepoint into a fully affiliated academic centre, meaning all faculty are fulltime U of T and part of academic departments this should occur over the next few years

## DOM Strategic priorities

- SHS focus is on complexity, new models of care for chronic disease management, and using all elements of the new institution (MSH, BP, Circle of Care)
- DOM recruitment priorities aligns closely:
  - Hospital priorities in Obstetrics and Palliative Care
  - GIM clinicians with focus on quality and teaching (ambulatory, rehab, novel approaches to acute illness management)
  - Bridgepoint; hospitalists, complexity specialists (?), palliative, rehab, geriatrics
  - Traditional recruitment into subspecialty areas will be targeted to specific needs and will be individualized (i.e. replacement for retirement)



A black and white photograph of a marble bust of a classical figure, likely a philosopher or scientist, with curly hair and a contemplative expression. The bust is set against a dark background.

**St. Michael's Hospital  
Department of Medicine  
Strategic and Recruitment Priorities**

**Tom Parker MD FRCPC  
Physician-in-Chief**

**November 2017**

**St. Michael's**  
Inspired Care. Inspiring Science.

The logo of the University of Toronto, featuring a crest with a book and a lamp, with the text "UNIVERSITY OF TORONTO" to its right.

# Strategic Priorities

---

- Hospital Strategic Plan
  - Comprehensive Care for Urban Community
  - Care for the Disadvantaged
  - Critical Care
- Department Priorities at St. Michael's
  - Match clinical excellence/unique programs with academic strengths in research and education
  - Support hospital strategic priorities



## Recruitment Priorities

---

GIM - Ambulatory Care/CS Systems of Care & Informatics

Gastroenterology – IBD & Nutrition

Cardiology - Echo/CHF/Imaging Nuclear Cardiology

Neurology – MS/Stroke

Oncology - Neuro-oncology

Hematology – Benign Hematologist/Coagulation


Geriatrics - ACE Unit

Possible next 2-3 years – Respiriology, Rheumatology, ID,  
Occupational Medicine, Therapeutic Endoscopy,  
Nephrology, Physiatry




**St. Michael's**  
Inspired Care. Inspiring Science.





# Sunnybrook Department of Medicine



when it matters  
MOST





## Sunnybrook Strategic Plan 2015-2018

### **Five key areas of Focus:**

- ❖ Cancer
- ❖ Heart and vascular
- ❖ High risk maternal and newborn
- ❖ Image guided brain therapies
- ❖ Trauma

### **Strategic Goals and Objectives**

#### **The Strategic goals cover three dimensions:**

- ❖ Quality of Patient Care,
- ❖ Research and Education
- ❖ Sustainability and Accountability.



## DOM Recruitment Process

### Multi Year Medical Human Resource Plan (MYMHRP)

The MYMHRP is aligned with the Strategic Plan and operates on a three-year cycle. We are presently in the 2016-2020 cycle

The Medical Human Resource plans are collated by Programs, wherever possible.

The Program Chiefs together with their team meet with the MYMHRP Review panel to take an inventory of the human resource activities during the past 12 months and plan for the next cycle.

Before recruitment for a position can commence within the Sunnybrook DOM, the MHRP approved position has to be approved by the department's partnership in the annual budgeting process.

Candidates NEED to be both clinically excellent AND have advanced training for their academic job description.



## DOM Recruitment Process

Potential positions submitted to the MYMHRP Panel in the 2016-2020 review process		
Divisions	Proposed Hire Date	Job Description
Dermatology	April 2017-March 2018	CI
Infectious Diseases	April 2017-March 2018	CT/CI/CQI/CS
Medical Oncology/Hematology	April 2017-March 2018	CT/CI/CQI/CS
Medical Oncology/Hematology	April 2017-March 2018	CS
Nephrology	April 2017-March 2018	CQI
Neurology	April 2017-March 2018	CT/CI
Neurology	April 2017-March 2018	CT/CQI
Physical Medicine	April 2017-March 2018	CQI
Respirology	April 2017-March 2018	CT/CQI
Cardiology	April 2018-March 2019	CT/CI/CQI
Gastroenterology	April 2018-March 2019	CQI
Geriatric Medicine	April 2018-March 2019	CQI
Infectious Diseases	April 2018-March 2019	CI
Neurology	April 2018-March 2019	CI
Neurology	April 2018-March 2019	CT/CI
Neurology	April 2018-March 2019	CT/CI
Cardiology	April 2019-March 2020	CT
Gastroenterology	April 2019-March 2020	CQI
General Internal Medicine	April 2019-March 2020	CS
Neurology	April 2019-March 2020	CI/CS



## DOM Recruitment Process

DOM RECRUITMENT PROCESS - Confirmed MYMHRP positions		
Positions approved by the Hospital's MYMHRP Panel	Proposed Hire Dates	Job Description
Cardiology	Jan-18	CS
Infectious Diseases	Jan-18	CI
General Internal Medicine	July-18	CE
Geriatric Medicine	July-18	CE
Infectious Diseases	July -18	CI
Physical Medicine	July-18	CQI
Medical Oncology/Hematology	July-18	CI
Nephrology	July-18	CQI
Neurology	July-18	CI
Respirology	Jul-18	CQI
Physical Medicine	Jan-19	CT
General Internal Medicine	Jan-19	CS
Respirology	Jan-19	CI

---

# UNIVERSITY HEALTH NETWORK

---

## **The Landscape**

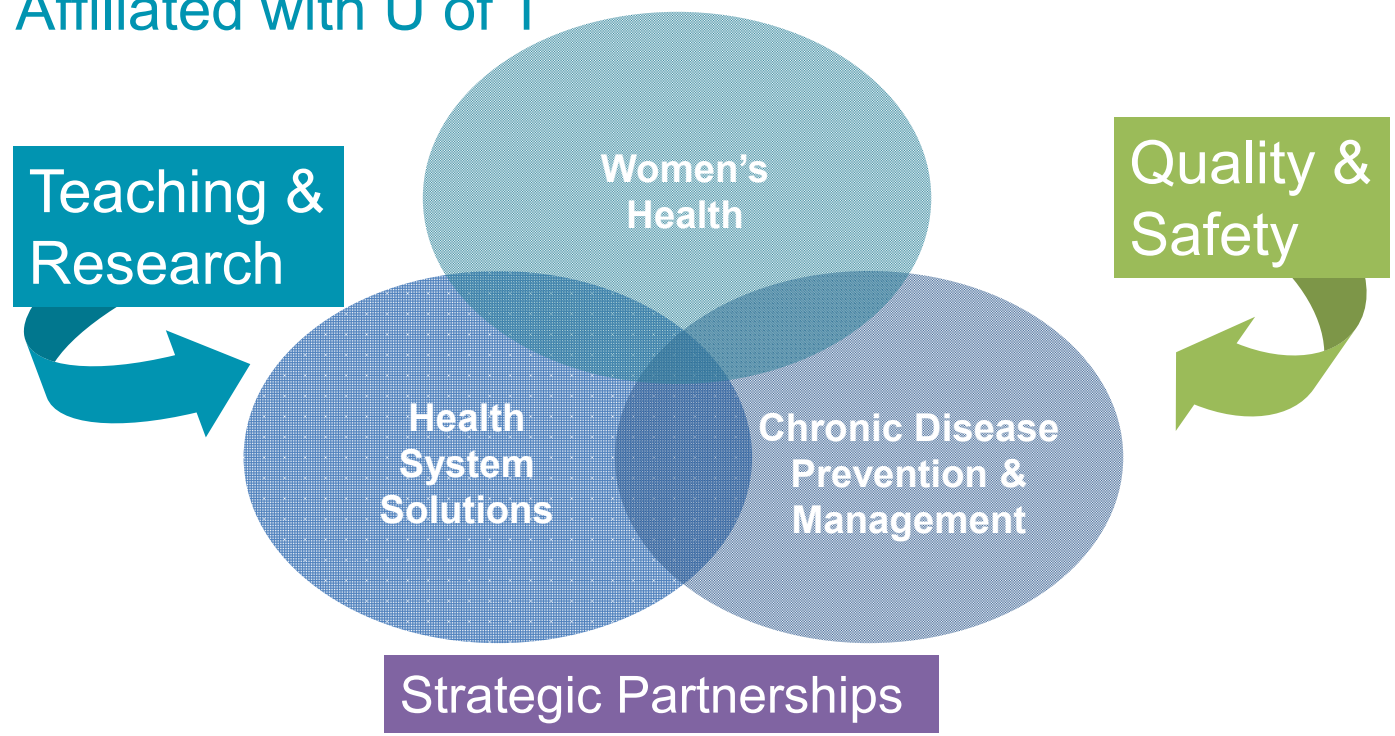
- **Hospital and Practice Plan resources are tight**
- **We will be more restrictive in approving appointments**
- **We will be updating Hospital Strategic Plan this year. Therefore plans could change**
- **We will definitely be recruiting but , in general, it will be based on strategic needs rather than opportunistic**
- **Therefore, need to bring a relevant skill**

## **Recruitment Areas UHN**

---

- **Definite – GIM, Malignant and Benign Hematology, Oncology, Cardiology (Adult Congenital Heart Disease), GI (Hepatology), Neurology (Neuromuscular), Nephrology (Glomerular Disease)**
- **Probable – GI (Luminal),**
- **Others uncertain**

# WCH: Fully Ambulatory Teaching Hospital Affiliated with U of T





## Ambulatory Care and Women's Health



- ❖ Strong culture of equity and diversity, social determinants of health
- ❖ Unique: Women's Institute for Health System Solutions and Virtual Care (WIHV)

### Priorities for recruitment:

1. CT, CE and CQI –
  - Quality and innovation: to develop, evaluate and disseminate innovative models of ambulatory care and education
  - Teaching and Education: to lead U of T in *Ambulatory Care* Education (expertise in leadership and scholarship)
  - Clinicians: to deliver innovative complex care in the ambulatory environment and demonstrate potential for collaboration & partnerships (e.g. AACU, virtual ward, CCC, transitions programs, telehealth)
2. CS – Women's College Research Institute (WCRI)
  - Quality and Innovation and/or
  - Women's Health, Complex Chronic Diseases, Health Services

# **Q & A Session**