

# A YEAR IN REVIEW

Transformative Learning, Revolutionizing Healthcare

## BACKGROUND

The Centre for Faculty Development (CFD) is a partnership between Unity Health Toronto and the University of Toronto's (UofT) Temerty Faculty of Medicine. We view *Faculty* in a broad and inclusive manner to include all those who undertake a wide range of educational roles and activities in health professions education - including teaching, academic leadership, scholarship and advocacy.

The CFD offers flexible and adaptable programming that is responsive to emerging needs, facilitates communities and networking, and supports capacity building across the system. Our Centre's offerings include longitudinal programs, individual workshops, curated lists of resources, and faculty development consultations with local, national, and international partners.

## NOTABLE ACCOMPLISHMENTS

The CFD has a number of notable accomplishments to celebrate in the academic year 2023-2024, including:

- Celebrating the 20th anniversary of the [Stepping Stones program](#)
- Running 2 iterations of the [Course Design Institute](#) in collaboration with the Centre for Teaching Support & Innovation
- Establishing [Resource Hub](#) editorial committee and process for review
- Launching renewed [Education Scholars Program](#) (ESP) in October 2023
- Developing and launching virtual [Teaching & Learning in the Clinical Context](#) (TLC) program
- Introducing NEAL Reads book club for [New & Evolving Academic Leaders](#) (NEAL) program
- Launching [Coaching Network Community of Practice](#) in collaboration with Unity Health Toronto's Leadership & Organizational Development team
- Implementing of a database to facilitate reporting and use of metrics for decision-making
- Launching a [Data Governance Framework](#) to formalize the Centre's approach to data collection and use, and embed anti-oppressive principles in our data governance processes

## EXCEPTIONAL PROGRAMMING

The CFD is committed to creating exceptional programming to meet current and emerging faculty development needs across the health system. We continue to have strong engagement in our virtual, in-person, and hybrid format programming.

### 8 CFD PROGRAMS

- Best Practices in Education Round (BPER)
- Course Design Institute (CDI)
- Education Scholars Program (ESP)
- Enhancing Teacher Performance (ETP)
- New & Evolving Academic Leaders (NEAL)
- Stepping Stones (SSP)
- Teaching and Learning in the Clinical Context (TLC)
- Teaching for Transformation (T4T)

● LEADERSHIP ● SCHOLARSHIP ● TEACHING ● ADVOCACY

**803**

Unique Participants in CFD Programs

**145**

Graduates from CFD Longitudinal Programs

**45**

Healthcare Organizations

**36**

Academic Institutions

## MOBILIZING KNOWLEDGE

We are committed to mobilizing knowledge through education scholarship to advance best practices in education and evaluation.

Our multifaceted evaluation strategy allows us to explore questions at the Centre and program level. Evaluative feedback helps us to optimize programming, advance knowledge, and implement equity practices.

**3** Peer Reviewed Publications

**18** Peer-Reviewed Presentations

**1** Award

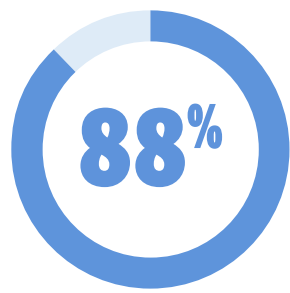
**3** Manuscripts Under Review

**22** Invited Talks, Workshops, & Lectures

## KEY HIGHLIGHTS FROM POST SESSION AND POST PROGRAM SURVEYS:



of respondents rated CFD programs favourably\*



of respondents indicated that they intend to make changes to their work practices after participating in a CFD program



of respondents rated CFD rounds favourably\*



of respondents rated CFD workshops/sessions favourably\*

\*Responding to the question: I would rate the overall quality of the program/session/presentation as: with "Good", "Very good", or "Excellent"

## OUR IMPACT

- Participants **value discussions** with diverse groups of peers to build community and connection
- Participants **appreciate CFD's wide variety of learning topics** to enhance their knowledge and capacity
- CFD facilitators **create engaging and inclusive learning environments**

## BUILDING COMMUNITIES & PARTNERSHIPS

The CFD cultivates inclusive communities to mobilize knowledge, resources, and expertise to support faculty development across the health system. We strive to strengthen existing partnerships and build new partnerships across the UofT / Toronto Academic Health Science Network (TASHN) systems, as well as with national and international academic and health sciences institutions.

The CFD supports communities of practice (COPs) by providing central resourcing, infrastructure, and academic leadership, to ensure they are supported and aligned with our central mission and strategic priorities. In 2023-24, CFD communities provided support and capacity building related to topics including coaching, faculty development and mentorship.

The CFD continues its commitment to strengthening existing partnerships and cultivating new partnerships during this year, notably among internal partners across UofT and Unity Health Toronto, including collaborating with:

- The [Centre for Advancing Collaborative Healthcare & Education](#) (CACHE) to enrich Teaching for Transformation programming and resources
- [Centre for Teaching Support & Innovation](#) (CTSI) to deliver two iterations of the Course Design Institute
- [Unity Health Toronto's](#) Leadership & Organizational Development team to launch Coaching Network Community of Practice
- [Sunnybrook Health Science Centre](#) on their annual Education Conference
- The [Michener Institute of Education, Sunnybrook Health Sciences Centre, Baycrest](#), and the [Canadian College of Naturopathic Medicine](#) as institutional members

## LOOKING FORWARD

Our commitment to **inspiring a learning and leading culture** runs deep among our team, partners, and the CFD community as a whole, as we live out our values to be collaborative, reflexive, inclusive, innovative and courageous.

Looking ahead to 2024-2025, the CFD will:

- In partnership with the Scarborough Health Network, co-adapt and co-facilitate our TLC program for healthcare professionals preparing for the Scarborough Academy of Medicine and Integrated Health (SAMIH) educational hub
- Conduct research on our SAMIH experience to contribute to the growing body of faculty development scholarship on distributed medical education
- Build on evaluation findings and experience from our ETP evaluation and scoping review and case study research on coaching and teaching improvement
- Respond to emerging needs and gaps in faculty development by
  - Building capacity for and launch a Late Career Partnered Community of Practice
  - Exploring AI needs in faculty development for teachers
  - Building capacity for interdepartmental peer coaching
- Partner with the Office of Anti-Racism, Equity & Social Accountability (ARESA) at Unity Health Toronto to develop and deliver training to support roll out of new Sexual Orientation and Gender Identity (SOGI) and Accessibility and Accommodation fields in Epic.