

## Theme Lead, New and Evolving Academic Leaders Program

**Source:** Centre for Faculty Development

**Start Date:** June 1, 2023

**End Date:** May 31, 2025

*\*The initial Theme Lead appointment is for two years, with the expectation that we will continue to adapt and evolve the leadership model together.*

**Commitment:** 10 days total (this includes content development, preparation, teaching/facilitation, and administration)

**Location:** Remote with hoteling space provided as needed at Li Ka Shing Knowledge Institute, St. Michael's Hospital (209 Victoria Street)

**Stipend Amount:** \$8330

The [Centre for Faculty Development \(CFD\)](#) was found in 2002 as a partnership between St. Michael's Hospital (now known as Unity Health Toronto) and the University of Toronto (UofT), Temerty Faculty of Medicine. It is positioned as an Extra Departmental Unit within UofT. This unique Centre is known for the strength and relevance of its faculty development programming that is delivered to interprofessional audiences and its internationally recognized scholarship.

The CFD is committed to supporting health professional across their multiple education roles and activities – including teaching, academic leadership, scholarship and advocacy. The CFD provides flexible and adaptable programming that is responsive to emerging needs, facilitates communities and networking, and supports capacity building across the system. More specifically, the CFD's offerings include longitudinal programs, individual workshops, curated lists of resources, and faculty development consultations with local, national and international partners.

### Role Summary

As the [New and Evolving Academic Leaders](#) (NEAL) program heads into its 11th year of developing leaders in academic health sciences, we continue to evolve the program around an increasing focus on

inclusive leadership and actively equipping people to lead change and influence equity in our systems. As we create a more inclusive, diverse curriculum, we are also adopting a collaborative model of program leadership.

To broaden the diversity of program leadership and continuity with participants, we will convene a collaborative team of three Theme Leads, Program Lead Cate Creede and Program Coordinator Manpreet Saini. All three Theme Leads will participate in high level design and development of the overall program (along with other members of the Centre for Faculty Development), and each will have accountability for co-leadership of one of the three modules.

NEAL 2023-24 will be offered as a combination of in-person and virtual sessions. Each co-lead will be focused on one module.

- **Module 1: Foundations:** September 27-29, 2023 \*In-person in Toronto and October 16-17, 2023 \*Virtual
- **Module 2: Influence:** Jan 22-25, 2024 \*Virtual
- **Module 3: Adaptation:** May 6-8, 2024 \*Virtual and May 23-24, 2024 \*In-person in Toronto

\*\*Dates for 2024-2025 are not yet known.

## Key Responsibilities

- Participate in reshaping the NEAL curriculum around evolving expectations for leaders in academic health science contexts, including an increasingly explicit focus on structural equity, anti-racism, solidarity and system change;
- Participate in participant selection process;
- Work collaboratively with other Theme Leads, Program Lead and Program Coordinator to ensure alignment across modules and a cohesive experience for participants;
- Co-design and co-facilitate one of the three modules: Foundations, Influence and Adaptation;
- Design and teach one or two of the sessions within the module you are co-leading;
- Participate in reflecting on each module and identifying participant ongoing needs and opportunities for continuous improvement in program design;
- Participate in completing assessment activities (e.g. reflection logs, evaluations);

- Provide insight and ideas about how to continue evolving the program as needs emerge, and where appropriate, participate in program evaluation activities related to the NEAL program.

## Qualifications

Preferred candidates are former NEAL participants, though people working in academic health sciences who have other grounding related to generative, inclusive leadership in complex adaptive systems are also encouraged to apply.

- Experience within the field of health professions education;
- Experience working with health professionals or within a health care, community health, health sciences, laboratory, or health professions education environment;
- Excellent communication and relationship management skills;
- Strong record of teaching excellence (i.e., through teaching evaluation scores and comments) across a variety of teaching contexts, including faculty development;
- Strong knowledge of principles of equity, diversity, inclusivity, and accessibility and how they apply in educational contexts;
- Openness to adopt organizational and communication tools and processes already established at the CFD;
- Strong ability to work in a team, virtually and in person;
- Strong attention to detail;
- Demonstrated ability to work independently and multi-task;
- Demonstrated flexibility and experience in responding to changing work demands;
- Knowledge / experience with Unity Health and Faculty of Medicine, UofT staff, faculty and procedures would be considered an asset.

## Application Process

To apply for this co-lead role, please submit a short (4 pages in length) CV outlining your relevant leadership and education experience and a short statement of interest (up to 2 pages in length) that includes:

- Your leadership philosophy and how it has shaped you as a leader (If a former NEAL participant, include how you feel NEAL shaped you as a leader)
- What impact you are having to influence a more sustainable, inclusive and equitable system
- What makes you interested in helping shape and deliver NEAL for the next two cohorts
- What topics you are interested in teaching (and why)
- The key leadership needs you see in academic health science contexts right now

Please email CV and letter of intent to [Manpreet.Saini@unityhealth.to](mailto:Manpreet.Saini@unityhealth.to)

**Application Deadline:** March 31, 2023