

CFD 2024–2025

A Year in Review

Transformative Learning, Revolutionizing Healthcare

Who We Are

The Centre for Faculty Development (CFD) is a partnership between Unity Health Toronto and the University of Toronto's (UoT) Temerty Faculty of Medicine.

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 offerings include longitudinal programs, workshops, rounds, short courses, and conferences, all designed to empower participants by building confidence, professional identity, and agency. Personalized coaching and consultations further support their development, while online resources and eLearning modules offer opportunities for self-paced engagement, ensuring participants can apply their skills effectively in their roles.

Notable Accomplishments

The CFD is proud to highlight a number of significant accomplishments from 2024–2025, including:

- Launch of the Late Career Transitioning & Retirement from Practice Community of Practice
- Introduction of Stepping Stones+, providing opportunities for continued learning beyond the foundational Stepping Stones program.
- Graduation of the first cohort of the renewed Education Scholars Program (ESP)
- Launch of Teaching & Learning in the Clinical Context (TLC) for the Scarborough Academy of Medicine
- Development and implementation of the Reflexive Guide to Education Development - the "Tree", an online tool to guide educators in reflexive education design.
- Recognition with the 2024 Colin Woolf Award for Excellence in Program Development and Coordination for the New and Evolving Academic Leaders (NEAL) program team.
- Hosting of the CFD Member Event and Coaching Network Retreat as part of Unity Health Toronto's Education Week, fostering community and collaboration across the institution.

What is Faculty Development?

At the CFD we define faculty development as an ongoing process designed to support faculty in their diverse activities within health professions education, including clinical teaching, classroom teaching, curriculum development, program evaluation, academic leadership, wellness initiatives, and advocacy for systems change.

Membership

Our membership program fosters a greater connection to our community and increases engagement through discounted access to the CFD suite of programming, resources and events. Members enjoy benefits such as access to two free workshops, tuition discounts, engagement within communities of practice, exclusive events and more. Membership is open for the duration of the academic year and must be renewed annually.

860
Total Members

General Members: **637**
Faculty Members: **94**
Institutional Members: **129**

Creating Exceptional Programming

The CFD remains committed to delivering outstanding programming that addresses both current and emerging faculty development needs across the health system. Our offerings continue to attract strong engagement across virtual, in-person, and hybrid formats.

9 CFD Programs

Atelier: Foundations in Health Professions Research 

in partnership with the Wilson Centre

Best Practices in Education Round (BPER) 

in partnership with the Wilson Centre and CACHE

Course Design Institute (CDI) 

in partnership with CTSI

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) 

in partnership with CACHE

● LEADERSHIP ● SCHOLARSHIP ● TEACHING ● ADVOCACY

876 

Unique Participants in CFD Programs

163 

Graduates from CFD Longitudinal Programs

45 

Healthcare Organizations

32 

Academic Institutions

Mobilizing Knowledge Through Education Scholarship

The CFD is committed to mobilizing knowledge through education scholarship to advance best practices in teaching, learning and evaluation. Our research is guided by three core themes:

Teaching Excellence & Growth: Generating evidence to support faculty excellence in their roles as teachers, scholars, leaders, and advocates;

Ethical & Reflexive Practice: Fostering ethical, critically reflexive approaches among faculty; and

Equity-Driven Faculty Development: Building faculty capacity to challenge and dismantle systemic inequities.



Research and Scholarly Activity



4 Peer Reviewed Publications



14 Peer-Reviewed Presentations



3 Awards



19 Manuscripts Under Review & In Progress



11 Invited Talks & Local Presentations



2 Grants

Evaluation Strategy

Our **multifaceted evaluation strategy** allows us to explore questions at both the Centre and program levels.

Feedback is used to **optimize programming**, **advance knowledge**, and **embed equity practices**.

Key highlights from post session and post program surveys:



of respondents rated CFD programs favourably



of respondents rated CFD workshops/sessions favourably



of respondents rated CFD rounds favourably



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

Other noteworthy findings:

- 99% of respondents reported that CFD program exposed them to new ideas about their work
- 99% indicated that CFD rounds discussed content that addressed contemporary issues within the academic health sciences system
- 93% of respondents felt that CFD programs fostered a sense of community across the academic health sciences system

Our Impact

- Participants **value discussions** with diverse peers to build community and connection
- Participants **value CFD facilitators for their expertise and guidance** across sessions, workshops and programs.
- Participants **appreciate the wide variety of learning topics**, enhancing knowledge and capacity

Cultivating Inclusive Communities & Expanding Strategic Partnerships

At the CFD, we cultivate inclusive communities that foster collaboration and mobilize collective knowledge, resources, and expertise to strengthen faculty development across the health system. Our work is grounded in a deep belief that learning and growth happen best in collaborative spaces.

In alignment with our strategic priorities, we continue to strengthen and expand our communities of practice, while also deepening partnerships across the UoT, Toronto Academic Health Science Network (TASHN), and national and international academic and health sciences institutions.

Over the past year, the CFD has placed growing emphasis on recognizing, resourcing and building our communities of practice (CoPs). These CoPs offer vital spaces for peer connection, shared learning and leadership outside of formal programming. In 2024–25, we supported communities focused on coaching, faculty development, late career transitions and mentorship.

The CFD also deepened relationships with academic and clinical partners to co-develop and deliver impactful faculty development initiatives. Highlights from 2024–2025 include:

- **Centre for Advancing Collaborative Healthcare & Education (CACHE):** Partnered to co-develop the new *Tfot: Certificate in Co-Facilitation with a Patient/Family/ Caregiver Partner*
- **Centre for Teaching Support & Innovation (CTSI):** Collaborated to deliver two iterations of the Course Design Institute
- **The Wilson Centre:** Partnered to renew and deliver the Atelier program
- **Unity Health Toronto:** Cohosted featured events during Education Week
- **Scarborough Academy of Medicine:** Partnered to adapt and deliver a customized TLC program, with support from Temerty Faculty of Medicine
- **Faculty Wellness Office** and **Continuing Professional Development at Temerty Faculty of Medicine, University of Toronto:** Co-launched the **Late Career Transitioning & Retirement from Practice Community of Practice**
- **Sunnybrook Health Science Centre:** Partnered on their annual Education Conference

Additionally, we fostered partnerships with the following institutional members: [The Michener Institute of Education](#), [Canadian College of Naturopathic Medicine](#), [Sunnybrook Health Sciences Centre](#), [Trillium Health Partners](#), and [Canadian Memorial Chiropractic College](#).



Looking Forward

The 2024–2025 year was one of notable transition in our evaluation work, as we responded to fiscal pressures by envisioning a revitalized and sustainable evaluation strategy. This effort was guided by a commitment to more deeply align evaluation with curricular design, support continuous quality improvement, and foster a sense of shared accountability in making data-informed decisions. Our **data governance framework** combined with "The Tree", has enabled us to maintain our ongoing commitment to **inspiring a learning and leading culture**, as we embody our values to be **collaborative, reflexive, inclusive, innovative** and **courageous** in our decision making and work. In preparing our self-study, now slated for a Spring 2026 external review, we continue to listen and learn from our collaborators to better meet the diverse and emerging needs of our community and system.

Looking ahead to 2025–2026, the CFD will:

- design a teaching academy at Unity Health;
- refine our research study examining faculty development within community hospitals;
- explore programming needs and faculty development opportunities related to planetary health;
- explore the use of AI tools to provide teaching feedback for faculty developers; and
- develop micro-modules for foundational faculty development to optimize access and reach.