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 (UofT) 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:

Scarborough Academy of Medicine

- 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
- 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.

Our membership program fosters a greater

Membership

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.



Institutional Members: 129

Faculty Members: 94

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**

in partnership with the Wilson Centre

Creating

Best Practices in Education Round (BPER) [2]

Atelier: Foundations in Health Professions Research [2]

in partnership with the Wilson Centre and CACHE 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) ☑ in partnership with CACHE

LEADERSHIP SCHOLARSHIP TEACHING

advocates;

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:

ADVOCACY

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

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

to challenge and dismantle systemic inequities.

Equity-Driven Faculty Development: Building faculty capacity



Publications

Peer Reviewed

Research and Scholarly Activity











Manuscripts Under Review & In Progress









Key highlights from post session and post program surveys:

Evaluation Strategy

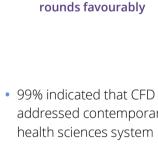
of respondents rated CFD of respondents rated CFD of respondents rated CFD



sciences system



workshops/sessions favourably



and programs.



- **Our Impact**
- build community and connection Participants appreciate the wide variety of learning topics, enhancing knowledge and capacity

• Participants value discussions with diverse peers to

• Participants value CFD facilitators for their **expertise and guidance** across sessions, workshops

Cultivating Inclusive Communities & Expanding Strategic Partnerships

Caregiver Partner

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.

At the CFD, we cultivate inclusive communities that foster collaboration and

In alignment with our strategic priorities, we continue to strengthen and

expand our communities of practice, while also deepening partnerships across the UofT, 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 & Scarborough Academy of Medicine: Partnered to adapt Education (CACHE): Partnered to co-develop the new and deliver a customized TLC program, with support TforT: Certificate in Co-Facilitation with a Patient/Family/ from Temerty Faculty of Medicine

• Faculty Wellness Office and Continuing Professional • Centre for Teaching Support & Innovation (CTSI): Development at Temerty Faculty of Medicine, Collaborated to deliver two iterations of the Course <u>University of Toronto</u>: Co-launched the <u>Late Career</u> Design Institute of Practice

Education Week 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.

- The Wilson Centre: Partnered to renew and deliver the Atelier program • Unity Health Toronto: Cohosted featured events during
- Transitioning & Retirement from Practice Community • Sunnybrook Health Science Centre: Partnered on their annual Education Conference

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

Looking Forward



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;
- develop micro-modules for foundational faculty development to optimize access and reach.

explore the use of AI tools to provide teaching

feedback for faculty developers; and





