



Teaching as Part of Your Practice

Transition into Practice Services (TiPS)

HealthForceOntario Marketing and Recruitment Agency

September 2015

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Introduction

HealthForceOntario Marketing and Recruitment Agency (HFO MRA) gratefully acknowledges its health-care partners and colleagues' contributions to the information contained in the Transition into Practice Service (TiPS) modules. The Teaching as Part of Your Practice module offers information on how to integrate teaching and mentorship into your general or specialty practice. More detailed and comprehensive information on many topics can be found in specific Transition into Practice Service (TiPS) modules:

Finding Your Ideal Practice

Offers medical residents, relocating physicians, and practising physicians information and resources to assist with the job search and employment process.

The Business Side of Medicine

Offers medical residents and new graduates information on professional, practical, and personal considerations when setting up a practice in Ontario.

Providing Locum Coverage in Ontario

Offers physicians best practice tips and resources for providing locum coverage in Ontario.

Physician Well-Being

Offers medical residents, graduates, and practising physicians information on resources and strategies for maintaining work-life balance.

Countdown to Practice

Offers medical residents a step-by-step guide for transition into practice.

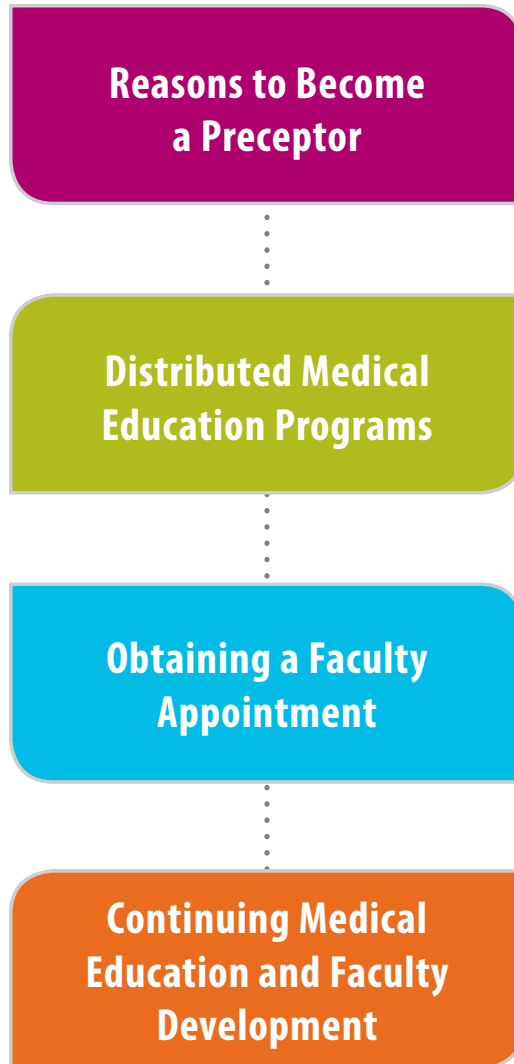
Physician Resources

This module is a compilation of physician resources from a wide variety of topics that are relevant to practising medicine in Ontario.

Compensation, Incentives and Benefits

Provides medical residents, graduates, and practising physicians information on the various primary care and specialty payments offered to physicians practising in Ontario.

Once established in your clinical practice, you may consider participating in medical education. Regardless of practice location, physicians have the opportunity to become involved in teaching medical learners through one of the six medical schools in Ontario or through a distributed medical education (DME) program.



Overview

Physicians who teach medical students and residents are referred to as “preceptors.” Preceptors act as guides, mentors and role models for learners at all stages of their medical education. Through a one-on-one teaching model of community-based training, preceptors have the unique opportunity to impart their clinical and practice management skills. To meet accreditation standards, preceptors provide learner evaluation throughout and following the rotation, increasing the learner’s abilities, awareness, and self-confidence. Teaching medical trainees is one of the greatest gifts you can impart. And medical students who have experienced regional training often alter their career path based on the positive experience and mentorship during these rotations.

There are several **reasons to become a preceptor**, including:

- Prepare trainees for their first exposure to medicine
- Make a lasting impression as a mentor
- Share your knowledge and experiences with learners
- Help learners develop critical skills
- Help to influence the career path for learners
- Support physicians to remain current through continuing medical education (CME)
- Help your local community recruit new physicians



Preceptors may be compensated for their teaching activity through distributed medical education programs. The amount of compensation is consistent across the province, regardless of the school with which you are associated.

Distributed Medical Education Programs

Eastern Regional Medical Education Program (ERMEP)

Established in 2002 in collaboration with Queen's University School of Medicine and the University of Ottawa Faculty of Medicine, ERMEP promotes and develops Distributed Education Network (DEN) in eastern Ontario by facilitating rural and regional placements of medical students.

McMaster Community & Rural Education Program (Mac-CARE)

Mac-CARE arranges high-quality educational opportunities in community and rural areas by providing funding to the preceptor and to the learner for accommodations and/or travel in eligible communities, during the rotation period.

Northern Ontario School of Medicine (NOSM)

NOSM Family Medicine RoCS is one program with a multitude of training sites. Residents learn in a wide range of clinical settings under the supervision of practising family physicians, specialist physicians and other members of the allied health care team who are committed to patient care and medical education.

Office of Integrated Medical Education (OIME)

Integrated Medical Education through the University of Toronto involves teaching sites and learning experiences outside of the Academic Health Sciences Centre in a broad range of settings throughout the Greater Toronto Area. There is integration amongst the various stakeholders including: post-graduate and undergraduate medical education, their fully affiliated hospitals, community hospitals, teaching sites, and clinical departments.

For further information on the above programs or to learn how you can incorporate teaching as part of your practice, contact your local **Regional Advisor**.

Rural Ontario Medical Program (ROMP)

ROMP is an independent program funded by the MOHLTC. Working with the six Ontario medical universities and communities (along with their practising physicians and recruiters), ROMP co-ordinates community rotations for medical trainees at all levels of their training and facilitates recruitment and retention programs within southcentral Ontario.

Office of Distributed Education

The Office of Distributed Education, as part of the Schulich School of Medicine & Dentistry at Western University is a partnership of over 60 communities located throughout Southwestern Ontario that offer rural and regional education and training opportunities to undergraduate and postgraduate learners.



Obtaining a Faculty Appointment

Physicians who wish to teach medical students and/or residents are required to hold an academic appointment within their appropriate department at one or more of the six medical schools in Ontario, often as an Adjunct Professor.

Most medical schools require preceptors have an academic appointment to meet accreditation standards and facilitate payment of stipends. Academic appointments are usually granted at the speciality specific departmental level.

The process for obtaining a faculty appointment may vary by school/program. Please contact the school/program directly to obtain specific information on its appointment process and requirements.

Often an academic appointment affords access to the university's e-resources and library; some schools offer **UptoDate**, a popular clinical decision support resource. Contact your local medical school for more information.

General requirements for obtaining a faculty appointment include:

- College of Family Physicians of Canada (CCFP) or Royal College Certification (or equivalent)
- A current curriculum vitae
- Completed appointment/teaching application form
- Reference letters
- Cover letter



Teach the Teacher: Continuing Medical Education and Faculty Development

Each medical school offers sessions to preceptors with respect to teaching medical students and residents. Speak to your respective school for more information on these sessions.

Continuing medical education (CME) and faculty development (FD) are also an important part of being a physician and preceptor. Academic appointments may encourage and/or require preceptors to become engaged in relevant CME, FD and teaching-skills activities as part of their faculty appointment.

FD encompasses a broad range of activities that institutions use to renew or assist faculty in their roles. These activities are designed to improve an individual's knowledge and skills in areas considered essential to his/her performance as a teacher, educator, administrator, leader and/or researcher.

FD allows physicians and preceptors to acquire new knowledge and enhance skills that will help to achieve any academic mission and individual career goals.



The following websites have resources to help physicians continue their medical education:

- **[Continuing Health Professional Education, Northern Ontario School of Medicine](#)**
- **[Faculty Development Office, University of Ottawa](#)**
- **[Rural Preceptor Resources, Queen's University](#)**
- **[Centre for Faculty Development, University of Toronto](#)**
- **[Rural Ontario Medical Program](#)**
- **[Program for Faculty Development \(PFD\), McMaster University](#)**
- **[Continuing Professional Development, Schulich School of Medicine & Dentistry](#)**

Other faculty development and continuing medical education resources are available through professional organizations and associations.

Conclusion

Now that you have an understanding of how to incorporate teaching into your practice, be sure to review our additional TiPS resources to assist you in your transition to practice:

- [Countdown to Practice](#): Offers medical residents a step-by-step guide for transition into practice.
- [Finding Your Ideal Practice](#): Offers medical residents, relocating physicians, and practising physicians information and resources to assist with the job search and employment process.
- [Compensation and Incentives](#): Offers information on the compensation and financial incentives available to physicians practising in Ontario.
- [Providing Locum Coverage in Ontario](#): Offers physicians best practice tips and resources for providing locum coverage in Ontario.
- [The Business Side of Medicine](#): Offers medical residents and new graduates information on professional and personal considerations when setting up a practice in Ontario.
- [Physician Well-Being](#): Offers medical residents, graduates, and practising physicians information on resources and strategies for maintaining work-life balance.
- [Physician Resources](#): A compilation of important resources and links related to practising medicine in Ontario.



For more information, contact your **Regional Advisor** or email practiceontario@healthforceontario.ca.

Available in accessible format upon request: www.healthforceontario.ca/acs