

DEPARTMENT OF FAMILY MEDICINE

CAREER PATH FRAMEWORK



Whether you're a family physician, physician assistant or a health professional who engages in academic pursuits, the Department of Family Medicine supports its members in different ways that consider practice environment, skills, experience and career aspirations.

In our department, faculty are generally appointed and promoted in one of three streams:

Clinical teacher stream | Professorial stream | Instructor stream

CLINICAL TEACHER STREAM

Family physicians and physician assistants whose role is focused on teaching in the clinical setting and classroom can be appointed as clinical teachers.

TYPICAL CAREER PATHWAY



- Excellence and innovation in teaching

PROFESSORIAL STREAM

Faculty (MD or PhD or equivalent relevant professional degree or experience) who, in addition to teaching (either in the classroom or clinical setting), hold academic leadership roles and conducts research/scholarship, may be appointed in the professorial stream.

Faculty in the academic stream are usually initially appointed at the rank of lecturer but may be appointed at the rank of assistant professor with an advanced degree (master's, PhD).

TYPICAL CAREER PATH WAY



INSTRUCTOR STREAM

Professionals (master's degree or equivalent relevant degree or experience) who provide teaching and academic support to family medicine training programs can be appointed to the instructor stream.

TYPICAL CAREER PATH WAY



CAREER DEVELOPMENT

Position Appointments

Most appointments in the department of family medicine are for a five-year duration.

Appointment Renewals

Renewals of appointment for instructors and clinical teachers are based on satisfactory teaching performance as exemplified by positive feedback/evaluations from learners.

Renewals of appointment for faculty in the professorial stream are based on a performance appraisal process that aims to support them in their personal and professional development across their multiple roles: clinical, teaching, scholar and leadership roles.

Promotions

The university encourages professional development and career advancement. Further information on the DFM promotion process available here https://entrada.radyfhs.umanitoba.ca/community/family_medicine:faculty_development/promotion_tenure

Career Changes

The university recognizes that over time an individual's role and/or career aspirations may change. To reflect this, a faculty member's appointment stream may be modified (i.e. move from an appointment in the clinical teacher stream to one in the professorial stream).

SUPPORTS & RESOURCES

As a faculty member in the Department of Family Medicine, you have access to the following:

- Neil John Maclean Health Sciences Library and all other U of M library services and online collections
- Entrada learning management system
- Departmental and university faculty development activities
- Orientation materials
- University of Manitoba email account
- Family medicine and University of Manitoba special events

CONTACT

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