



Clinician Investigator Program

Individual Educational Plan (IEP) Policy

Introduction

The Clinician Investigator Program (CIP) is a Royal College of Physicians and Surgeons of Canada (RCPSC) accredited program that gives residents the opportunity to pursue an MSc, PhD or postdoctoral fellowship in a discipline related to their specialty or sub-specialty training, as part of their residency. Policies affecting CIP trainees must hold to the requirements of the RCPSC as well as the Professional Association of Resident Physicians of Alberta (PARA) agreement.

Statement

CIP integrates research with the trainee's clinical program, and it is acknowledged that CIP training should include skills on integrating clinical and research work. As per RCPSC requirements, time dedicated to research must be a minimum of 80%. The remaining 20% may be used for course work or clinical training, which may or may not include call.

Definitions

- **On-Call hours**
 - Call is not required by the CIP, however if call occurs it should be related to the trainee's home/research program.
- **PARA Agreement**
 - The Professional Association of Resident Physicians of Alberta (PARA) agreement with Alberta Health defines the compensation received by residents at the University of Calgary.
- **Moonlighting or Physician Extenders**
 - Moonlighting includes: physician extenders, locums and any other source of paid employment above the base PGY post-graduate medical resident salary. It is accepted that excessive clinical work will negatively impact the trainees' research program. Therefore, the ability of a resident to partake in physician extender work, in addition to normal research and clinical duties, is at the discretion of the CIP Director. In addition, total call including moonlighting must be within that allowed by the PARA agreement. Even though some trainees will have completed their residency training, and so may not fall within the PARA agreement, the same reasonable total call should be maintained.

The Individualized Educational Plan (IEP)

It is recognized that each trainee's circumstances are unique, and so each trainee will require an IEP. This IEP will provide specific guidance to the trainee on how clinical work (up to 20% of the trainee's time) can complement the trainee's educational goals. Clinical work may be grouped into week blocks, longitudinal clinics or another format ideal for the trainee's learning. Clinical work can take any form including clinics, OR time, call, moonlighting etc. as long as it contributes to the trainee's educational goals.

Each IEP therefore will contain the following elements:

- The assertion that continued satisfactory academic performance is required.
- A reminder that successful defense of a graduate degree is a mandatory requirement (unless the trainee is a postdoctoral scholar, in which case it is the completion of a publication-ready first-author paper).
- Clarification that research must encompass 80-100% of a CIP trainee's time, and that clinical work *must* be related to the trainee's home/research program.
- The individual trainee's permitted call and extender call cannot exceed 48 hours/block (four weeks) or 612 hours per year (the Faculty of Graduate Studies work limit).
- Warning that excessive moonlighting may result in the CIP Director pulling the trainee's extender license.

The IEP will be signed by: the CIP Director, Trainee, Supervisor and clinical program Director.



Implementation

Implementation of this change will be effective July 1, 2018 for all new and returning residents in CIP.

Frequency of review

The IEP will be reviewed at least once every two years.

- Date of review by RPC: 2024