

DIRECTOR, FACULTY DEVELOPMENT & EXPERIENCES SOUTHERN ALBERTA MEDICAL PROGRAM (SAMP)

Closing Date: July 15, 2025

Job Summary:

The Southern Alberta Medical Program invites applications for the position of Director, Faculty Development & Experiences. This position is (3) year term with the possibility of renewal, subject to satisfactory review. The anticipated start date is as soon as the position is filled.

This role provides a unique opportunity to shape the future of faculty development for the Southern Alberta Medical Program and advance the strategic priorities of the University of Lethbridge and the Cumming School of Medicine.

The position is in Southern Alberta. It will require work at various clinical and teaching sites in Southern Alberta, including at the University of Lethbridge and the University of Calgary campus.

For a more detailed job description, please see statement of work/job profile.

Qualifications: Education, Training and Experience

- The candidate must be a practicing clinician with a Medical Degree or equivalent.
- A demonstrated track record and/or personal interest in faculty development, educational leadership, or related fields.
- Demonstrated expertise and/or interest in teaching, curriculum development, and educational innovation in medical or health professions education.
- Understanding and/or interest in the unique challenges and opportunities in distributed and rural medical education.
- Experience in equity, diversity, and inclusion (EDI) work in an academic and/or clinical setting.
- Lived experience as a member of an equity-seeking group will be considered an asset.
- Commitment to Indigenization of curriculum, including innovative land-based learning and integration of Traditional Knowledge and Knowledge Keepers.
- Proven ability to collaborate and build relationships across diverse teams and stakeholders.
- Experience in program evaluation and continuous improvement of educational initiatives.
- If a successful candidate does not have a faculty appointment, they will be appointed to this position at a Director level

Contact

A letter of application, accompanied by a detailed curriculum vitae and names of three referees should be directed to:

Dr. Richard Buck, MD

Associate Dean, SAMP

Application can be sent via email to: ume.manager@ucalgary.ca

We would like to thank all candidates in advance for their interest and only those candidates selected for interview will be contacted.

DIRECTOR, FACULTY DEVELOPMENT & EXPERIENCES SOUTHERN ALBERTA MEDICAL PROGRAM (SAMP)

APPOINTED BY: Associate Dean, SAMP

LOCATION: University of Lethbridge Campus. Travel to clinical teaching sites is also required.

TERM: 3 Year Term, renewable once

REPORTS TO AND ACCOUNTABLE TO:

Reports to the Associate Dean (SAMP) with accountabilities to Associate Dean, Office of Faculty Development (OFD) and Associate Dean, Distributed Learning & Rural Initiatives (DLRI)

TIME COMMITMENT:

0.4 FTE

PURPOSE:

The Director of Faculty Development & Experiences, Southern Alberta Medical Program will play a pivotal role in developing and shaping the Southern Alberta Medical Program.

They will primarily be responsible with the implementation of faculty development and experiences for SAMP. They will assist with the deliberate construction of a supportive academic teaching culture in the SAMP program.

This position will ensure that faculty development initiatives address identified needs, align with the CSM OFD needs assessment, and reflect the unique contexts and challenges faced by rural faculty. In this role, the Director will work to make teaching a rewarding and enjoyable experience for all faculty members. Through collaboration with the CSM OFD, the successful candidate will promote resource-sharing, minimize redundancy, and ensure faculty are fully supported within the broader university faculty development ecosystem.

The Director will also serve on the OFD Faculty Leads Council, providing strong distributive representation and advocating for rural faculty needs. By fostering collaboration and support, this position will contribute to a culture where faculty thrive, feel valued, and are empowered to excel in their teaching roles.

The Director will work with other Directors of SAMP to ensure that SAMP's educational mandate is met.

KEY RESPONSIBILITIES:

1. Strategic Leadership

- Collaboratively develop and implement a strategic vision for faculty development at SAMP that aligns with the goals of the Cumming School of Medicine (CSM), University of Lethbridge, and reflects the specific needs of SAMP faculty.
- Engage in social justice, anti-racism, and anti-oppression.
- Assist with Indigenization of the curriculum through innovative land-based learning and inclusion of Traditional Knowledge and Knowledge Keepers
- Provide guidance, resources, and programming to support faculty through all SAMP faculty stages of their professional careers, including:
 - New faculty orientation and onboarding
 - Facilitation of clinical appointments
 - Leadership development pathways

2. Program Development and Evaluation

- Work collaboratively to design, implement, and evaluate faculty development programming tailored to SAMP faculty needs, while ensuring alignment with CSM-wide initiatives, specifically:
 - Pre-clerkship teaching needs (small group sessions, lectures, clinical skills teaching, professional skills sessions, and anatomy teaching)
 - Clerkship teaching (bedside and small group sessions)
 - Clinical skills teaching
 - Develop and oversee processes for evaluating faculty progress and success across the professional life span, ensuring alignment with CSM standards and best practices.
 - Develop and oversee evaluation for both the pre-clerkship and clerkship phases

3. Collaboration and Resource Alignment

- Work closely with faculty development leaders across CSM to align strategies, collaborate on joint initiatives, and share resources to enhance faculty support while avoiding unnecessary duplication of efforts
- Where beneficial, work with faculty development leaders at University of Lethbridge to align and enhance approaches to faculty development and avoid duplication

4. Supporting Faculty Teaching Excellence

- Provide resources, training, and mentorship to enhance teaching effectiveness and promote active learning methods
- Facilitate workshops and seminars on curriculum development, assessment, and learner feedback
- Encourage reflective teaching practices and peer feedback among faculty
- Redesigns, or new development of faculty programming as necessary

5. Team Leadership

- Collaborate with OFD to support, develop, and advance the strategic goals of SAMP.

6. Committees

- Member on the SAMP Working Group Committee
- Member of the DLRI Rural Faculty Development Committee
- Participate at a national level with the AFMC Faculty Development network committee

7. Other Duties

- Represents the Associate Dean, SAMP as required for administrative duties.

Approved by: Associate Dean, SAMP
Dated: June 2025