

Schedule "A"
Position Description
Department of Anesthesiology, Perioperative and Pain Medicine
Max Rady College of Medicine | Rady Faculty of Health Sciences
University of Manitoba

Position Title: Geographical Full-Time (GFT) Faculty Appointment

Reporting Structure: The GFT Faculty Member reports directly to the Head, Department of Anesthesiology, Perioperative and Pain Medicine.

Qualifications

The incumbent must:

- Hold Royal College of Physicians and Surgeons of Canada certification in Anesthesiology (or equivalent qualifications acceptable for licensure in Manitoba)
- Maintain a valid license from the College of Physicians and Surgeons of Manitoba to practice Anesthesiology, Perioperative or Pain medicine as a specialty
- Maintain appropriate Canadian Medical Protection Association membership
- Maintain an appropriate medical staff appointment in accordance with Winnipeg Regional Health Authority/Shared Health Medical Staff By-Law
- Be eligible for appointment within the Max Rady College of Medicine, University of Manitoba and comply with the policies and procedures, rules and regulations of the Max Rady College of Medicine, Rady Faculty of Health Sciences, University of Manitoba and the Department of Anesthesiology, Perioperative and Pain Medicine
- Demonstrate commitment to equity, diversity, inclusion, accessibility, and reconciliation
- Demonstrate commitment to teaching, scholarship and academic medicine

Position Summary

The incumbent will hold a Geographical Full-Time (GFT) faculty appointment in the Department of Anesthesiology, Perioperative and Pain Medicine, Max Rady College of Medicine, Rady Faculty of Health Sciences, University of Manitoba, with associated clinical responsibilities through Shared Health and/or the Winnipeg Regional Health Authority (WRHA).

The Faculty Member will contribute to the Department's clinical, academic, educational, research, and administrative missions. Responsibilities include the provision of patient care, teaching and supervision of learners, participation in departmental and Faculty activities, engagement in quality improvement initiatives, and involvement in scholarly activities consistent with the expectations of a University of Manitoba faculty appointment.

Duties and Responsibilities

1. Clinical Responsibilities – Shared Health / WRHA

The incumbent will provide clinical services within the specialty of Anesthesiology, Perioperative and Pain Medicine in accordance with applicable Shared Health and/or WRHA Medical Staff By-Laws, rules, regulations, policies, procedures, and collective agreements.

Responsibilities include:

- Providing high-quality, evidence-based patient care
- Participating in clinical service delivery at designated clinical sites including on-call coverage and after-hours coverage as required
- Collaborating effectively with physicians, learners, healthcare providers, and interdisciplinary teams
- Supporting patient safety, quality improvement, and program development initiatives
- Maintaining all professional credentials, certifications, and licensure requirements

2. Teaching Responsibilities – University of Manitoba

The incumbent will actively participate in undergraduate, postgraduate, and continuing professional development activities in support of the Department's educational mandate.

Undergraduate Medical Education (UGME)

Responsibilities include:

- Delivering lectures, tutorials, seminars, demonstrations, simulation sessions, and clinical teaching activities
- Supervising and evaluating undergraduate medical students during clinical placements and educational experiences
- Providing timely, constructive feedback to support learner development and achievement

Postgraduate Medical Education (PGME)

Responsibilities include:

- Participating in education, supervision, mentorship, and assessment of residents and fellows
- Providing clinical instruction in accordance with postgraduate training objectives and accreditation standards
- Participating in resident and fellow evaluations, competency-based assessments, and program activities

- Contributing to continuing professional development (CPD) activities for practicing physicians and healthcare providers
- Promoting an educational environment that supports professionalism, psychological safety, wellness, diversity, equity, cultural safety and inclusivity

3. Administrative Responsibilities – University of Manitoba

The incumbent is encouraged to participate in departmental and Faculty administrative activities, as required.

Responsibilities may include:

- Attending and contributing to departmental meetings and committees
- Supporting departmental governance, strategic planning, policy development, and program evaluation
- Participating in curriculum development, implementation, and review
- Assisting with accreditation, recruitment, and quality assurance activities
- Undertaking leadership roles, administrative assignments, or special projects assigned by the Department Head

4. Research and Scholarly Activities

The incumbent is encouraged to contribute to the Department's scholarly mission through research, innovation, and academic dissemination activities.

Responsibilities may include:

- Participating in clinical, educational, quality improvement, or health services research initiatives
- Development of collaborative research programs within the Department and across the Rady Faculty of Health Sciences
- Contributing to scholarly publications, presentations, and knowledge dissemination activities
- Supervising and mentoring residents engaged in scholarly or research projects

5. Expected Distribution of Responsibilities

The distribution of responsibilities will be determined based on the Faculty Member's clinical appointment fraction and assigned duties, including clinical service, teaching commitments, administrative responsibilities, and research and scholarly activities. The standard teaching commitment is 5%, (equivalent to 80 hours of academic contribution per annum), with additional expectations related to administration and research outlined in detail in **Schedule "B."**

Commented [FS1]: Can we translate this into a number of hours for more clarity? May be more effective if we say that they are responsible for 5% which is 80 hours of academic contribution per annum

(My math is - 220 days is full time, 5% of that is ~11 days, x8 hrs is 88hrs)

The allocation of responsibilities may be reviewed and adjusted periodically to reflect departmental priorities, operational requirements, educational needs, academic expectations, and individual faculty objectives.

6. Professional Expectations

The incumbent is expected to:

- Comply with all University of Manitoba policies, including those related to professional conduct and respectful work and learning environments
- Participate in performance review, professional development, and career planning activities
- Maintain the highest standards of ethical practice, integrity, accountability and patient centered care

7. Other Duties

The incumbent may be assigned additional duties and responsibilities that are consistent with the nature of the appointment, professional qualifications, and departmental priorities.

8. Overhead

Overhead provisions are outlined in Schedule "B".

Approval

Department Head: _____

Date: _____

Executive Member: _____

Date: _____

Schedule “B”

Overhead, Teaching, Administration and Research Expectations Department of Anesthesiology, Perioperative and Pain Medicine Max Rady College of Medicine | Rady Faculty of Health Sciences University of Manitoba

Overhead Funds

The College, on behalf of the academic health system, collects overhead contributions from GFT Faculty Members through their respective departments to support clinical, academic, educational, and administrative activities.

The annual Department of Anesthesiology GFT overhead contribution is \$10,000 per year regardless of FTE allocation.

Teaching Expectations

Teaching is a core component of the GFT appointment. Each GFT Faculty Member is expected to complete the equivalent of three (3) educational contributions per calendar year from the list below. These contributions are in addition to any bootcamp sessions you are asked to participate in.

Once the annual teaching expectation has been fulfilled, additional educational activities may be eligible for stipend-based compensation in accordance with departmental policies.

Eligible activities include:

- One UGME teaching session (8 hours)
- One PGME teaching session (8 hours)
- CaRMS Interview Day participation (8 hours)
- One simulation teaching session (8 hours)
- One Journal Club preceptor session (2 hours)
- One Research Symposium contribution (8 hours)
- One Oral Examination session (2 hours)
- CaRMS application reviewer (8 hours)

Administrative Roles

Faculty Members who assume approved administrative leadership positions will receive compensation in accordance with the role and applicable departmental policies.

Research Activities

Participation in research and scholarly activities is encouraged as part of the academic mission of the Department. Research positions and activities are generally uncompensated unless otherwise specified through a separate agreement, grant funding, or approved departmental arrangement.

Approved by:

Department Head: _____

Date: _____

Executive Member: _____

Date: _____