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| Application for the Junior Faculty Development Program**DEPARTMENT OF INTERNAL MEDICINE (POLICY 5-02)** |
| Summary Information |
| Submitted By: Dale Gustafson | Submission Date: March 30, 2017 | Section: Choose Section... |
| Prospect Name: Click here to enter text. | Funding Requested: Click here to enter text. |
| From: July 26, 2017 | To: July 1, 2018 | Length Return of Service: 1 year  |
| Institution: Click here to enter text. | Skill/Knowledge Obtained: Click here to enter text. |
| REQUEST |
| State the request including section, salary or financial support, name of junior faculty member, length of time away, length of return of service, what the prospect would do on their return including any amount of protected research time, how this would impact key issues within the section. |
| Background |
| Provide a brief background on the section; how the section supports the academic mission including research, clinical and education activities. What led up to the current situation, requiring the use of this program? Summarize important facts and considerations from the perspective of the committee. Substantiate all statements with evidence.  |
| Analysis/Rationale |
| How is the request in alignment to the “Criteria for the Committee to Base its Recommendation” (contained in policy 5-02). What duties / clinical activities / research / teaching would prospect do during the return of service period? What are the benefits to the section, department and University? What are the risks of supporting / denying this request? |
| Cautionary Notes: |
| Would support for this junior faculty member, reverse or challenge any previous decisions? Does it lead to a new policy position or direction or set precedence? For the section, department and University, are there substantial risks associated with supporting or not supporting this junior faculty member. |
| Financial Impact |
| Identify the sources of funding beyond the Department of Internal Medicine’s practice plan and this program to support the junior faculty member while they are away (e.g. salary support from receiving institution, industry support, award etc.). On return, what financial impacts will the Department of Internal Medicine incur, (GFT base salary, salary for protected research time, directorship, stipends, etc.) What financial impact will there be the site, WRHA, University? |
| Human Resources Impact |
| State the Human Resource impacts of the request. Will this plan require additional positions to support this person (e.g. research nurses, research assistants/associates, or lab techs, administrative support, clerks in clinics or nurses in clinics)? Are existing positions being reduced or eliminated? Will work assignments change significantly for any support staff or existing faculty members? Will reporting relationships for current employees change? Does this impact employees covered by a Collective Bargaining Agreement (nursing, clerks, secretary)? |
| Operational Impact |
| Identify any operational impacts related to the options provided. Clinical space required, offices, laboratory space etc. |
| Benchmarking Data |
| How can we measure the current performance of the organization in the area affected by this request i.e.) patient wait times, grants, publications, etc? Are there valid indicators of performance or measurement that supports the request? Can we measure changes in performance measures after the request is implemented? |
| section support |
| What discussions has the section engaged in? What was the feedback from the section members? What support from the section will be required on their return? How does the section plan to provide support? |
| impact on patient care |
| How will approving the request enhance the patient experience? |
| Impact on research |
| How will the request being approved increase or enhance the research of the department? |
| OTher comments |
| Other comments not captured above. |