

Faculty Development Policy

Approved by: NOAMA Board

Date: November 15, 2016

Background:

The NOAMA Board has approved an allocation from deferred revenue for opportunities fund / leadership development to support development initiatives and / or clinical faculty scholarships.

Administration has been requested to bring forward a proposal to implement this initiative.

Considerations:

- 1) Grant funding may encourage some interested physicians to expand skills through faculty and / or leadership development courses.
- 2) Transparent process which provides flexibility for the physician to select an appropriate faculty and/or leadership development course.
- 3) Opportunity for all participating physicians to apply.
- 4) Accountability for reporting the use of funds in compliance with intended purpose.
- 5) Administrative simplicity.

Proposal:

- 1) Allocate \$50,000 to provide grants of \$2,500 to 20 successful applicants for faculty and / or leadership development.
- 2) Grants would be awarded based on a 'lottery' or 'draw' process.
- 3) Priority will be given to first time applicants.
- 4) Funds are a "reimbursement" after demonstration of successful completion of the session.
- 5) Examples of appropriate faculty and leadership development courses include Physician Management (PMI), medical education, research development, etc.

Process:

- 1) Administration will issue a call with a 3 to 4 week timeframe to all participating physicians.
- 2) After the 'draw' selection, successful applicants will receive confirmation of grant and a letter confirming the process including the timeframe for completion and the documentation required for reimbursement.

NOTE: Funds are not advanced!

- a. Course must be completed within 15 months from the date of notification to the successful applicant that the grant has been awarded.
- b. Copy of the receipt for course registration fees and expenses.
- c. Documentation confirming successful completion of the course.
- d. One page summary on lessons learned.

3) Where applicable, the LEG Lead will receive a copy of the confirmation of the grant awarded.