

Supplemental Digital Appendix 1: Focus group questions (study phase 1)

Question 1: In your institution, is there a need for trained Clinician Educators?

Prompts

- How would you define a Clinician Educator?
- Are different levels of expertise needed?
 - Please describe what you mean by different levels
- Should Clinician Educators be a “clinicians”? A basic scientist? Other (specify)?
- What sort of work or educational activities would/should/do they do?
- What percentage of time should they devote to educational activities (assume that the remainder of the time would be devoted to clinical practice, research, non-education administration, etc.)?

Question 2: What particular knowledge and skills are needed/desirable?

Prompts

- Core content?
- Additional content?

Question 3: How can this knowledge and skill best be attained?

Prompts

- Courses, faculty development, degree programs, experiential “on the job” ...
- Thoughts on “levels,” e.g., basic vs advanced, progressive, modular
- Prerequisites?

Question 4: Do/would you support specific training for a cohort of individuals to become Clinician Educators?

Prompts

- Should residents be encouraged/supported to become medical educators?
- Would you support (financially) the costs of training these individuals?
- What sort of return on investment do you expect?

Supplemental Digital Appendix 2: Survey questions (study phase 2)

Determination of the need for Medical Education training

1. Please rate your level of agreement with the following statement:

I feel that there is a need for physicians with advanced training in medical education who can act as consultants in my current work setting

Strongly disagree Disagree Agree Strongly agree

1a. If you strongly disagree or disagree, why do you believe there is no need for educational consultants in your setting?

2. What % of time in a typical week should the medical education consultant devote to educational activities (assume that the remainder of the time would be devoted to clinical practice, research, non-education administration, etc.)?

Approximately how much time does your workplace require the services of a medical education consultant in a typical week?

- None
- Half day a week (~10%)
- Full day a week (~20%)
- Around 2 days a week (~30-50%)
- Around 3 days a week (~51-70%)
- Around 4 days a week (~71-90%)
- Full-time (100%)

Requirements for an Educational Consultant

3. Rate your level of agreement with the following two statements:

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
A formal Master's in education effectively trains a medical education consultant					
A formal PhD in education effectively trains a medical education consultant					
Faculty Development programs are					

adequate in order to acquire expertise required by a medical education consultant					
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4. If there was a training program to become a medical education consultant, what should be the minimum prerequisite for admission to the program?

- Junior Resident
- Senior Resident
- Physician newly entered into practice
- Experienced clinician
- Demonstrated teaching ability
- Completed Faculty Development Courses

Please rate the importance of a medical education consultant demonstrating competence in each of the following areas.

	Not Important	Unsure	Important	Very Important
Education theory				
Educational psychology				
Clinical Teaching				
Teaching outside of clinical care areas (e.g., seminars, lectures etc.)				
Communication skills				
Curriculum development				
Assessment				
Program evaluation				
Faculty development				
Administration of educational programs				
Educational leadership				
Organizational / jurisdictional issues				
Education research / scholarship				

What (if any) educational skills or abilities, not listed above, are required by a medical education consultant?

(write in) _____

11. Are you aware of any current programs that would effectively train an individual to become a medical education consultant?

Yes / No

If yes, what is the name / location of the program

(write in) _____

Demographics

What is your gender?

Male

Female

How many years have you been in Clinical Medical Practice?

- ☐ resident
- ☐ < 5
- ☐ 5–10
- ☐ 11–20
- ☐ > 20
- ☐ not in clinical medical practice

Which of the following describes your primary location of practice?

- ☐ Academic Centre
- ☐ Community based – large centre
- ☐ Community based – rural
- ☐ Tertiary centre

What is your highest level of training in medical education?

- ☐ None
- ☐ Informal
- ☐ Faculty development
- ☐ Certificate/diploma
- ☐ Fellowship
- ☐ Masters
- ☐ Doctoral

Which of the following roles are you currently fulfilling or have been involved in? (Check all that apply.)

- ☐ Teaching in the clinical environment (e.g., bedside teaching)
- ☐ Teaching outside of the clinical environment (e.g., seminars, lectures)
- ☐ E-learning
- ☐ Medical student education
- ☐ Resident education
- ☐ Peer education
- ☐ Inter-professional healthcare education
- ☐ Curriculum development
- ☐ Research in medical education
- ☐ Other medical education activities
(write in) _____

I am (or have been) a (check all that apply)

- ☐ Program Director
- ☐ Divisional director
- ☐ Department head
- ☐ PGME Dean
- ☐ Dean
- ☐ FD Dean/Director
- ☐ Departmental Director – Education
- ☐ Clinician educator
- ☐ Other