



BENEFITS OF A FACULTY APPOINTMENT

Division of Emergency Medicine

Be Recognized

The University of Toronto's [Department of Family and Community Medicine](#) (DFCM) is recognized internationally for its clinical, education and research excellence.

Our faculty members are:

- ✓ Clinical and academic leaders
- ✓ Breaking new ground in areas such as inner city health, HIV/AIDS, addiction medicine, global health, palliative care and immigrant and aboriginal health

The DFCM is:

- ✓ Shaping the future of family medicine and emergency medicine in Canada.
- ✓ Providing a rich and diverse learning experience for our students and residents
- ✓ Leading with a comprehensive and innovative curriculum
- ✓ Improving quality of care for individuals and communities through its research

Be Connected

Become part of the largest Academic Division/Department of Emergency Medicine in Canada

- ✓ Work with clinical and academic leaders
- ✓ Access the [Mentorship Network](#) for support in clinical and teaching roles, work-life balance issues and academic career development
- ✓ Receive information about current issues through departmental newsletters, email

Be up-to-date

- ✓ Receive individual [Faculty Development](#) support through a dedicated committee and your Division of Emergency Medicine representatives
- ✓ Access unique continuing medical education events through resources at no cost through the DFCM and [Centre for Faculty Development](#)
- ✓ Access academic career planning resources and find additional opportunities for academic, professional, and personal exploration and advancement
- ✓ Receive a [TCard](#) (library card) and [U of T email](#)
- ✓ Access the [University of Toronto Libraries](#) and e-Resources including:
 - o Medline (OVID), PubMed, Cochrane Library, Lexi-Comp, ACP Pier, Micromedex, Clinical Evidence, and more; Full-text on-line journals, e-CPS, on-line textbooks, Evidence Based Guidelines, teaching resources
- ✓ Receive individual [Librarian](#) support for searches and help

Be a Teacher

Access many teaching opportunities in undergraduate and postgraduate medical education

- ✓ Teach medical students, clerks, and residents in the Emergency Department
- ✓ Receive teaching supports and training to enhance your skills through programs such as Basics and Beyond Basics and courses through the [Centre for Faculty Development](#)
- ✓ Receive Physician financial support for teaching

Be Promoted

The DFCM provides opportunities for all faculty members to be promoted regardless of category (Adjunct, Part-Time, or Full Time) and rank (Lecturer, Assistant Professor, Associate Professor, and Full Professor)

- ✓ Pursue excellence in different areas of work including Education, Research, and Administration
- ✓ Gain access to many [Awards and Grants](#) available to support your work

Be Supported

Benefit from the many perks available to faculty

✓ Education Assistance Program

For Full-time Faculty

In keeping with its goal of providing staff with opportunities for personal and career development, the University provides faculty and librarians with financial assistance to further their formal education.

Visit <http://www.medicine.utoronto.ca/sites/default/files/UofTBenefits-FTandFTEClinicalFaculty.pdf> for details.

1. Faculty Tuition Waiver

Fees are waived for qualifying clinicians (includes full-time clinicians retired from 2005) taking:

- a) University of Toronto or Ontario Institute for Studies in Education degree course, up to and including the Master's level. For Master's level programs, the tuition waiver is limited to the part-time program fee per academic year, or the course fee, whichever is less.
- b) Diploma or certificate program offered through [Woodsworth College](#)
- c) Courses offered by the [School of Continuing Studies](#) up to \$500.00 per course

2. Non U of T Courses

Fifty per cent of tuition fees will be reimbursed following successful completion of job-related courses taken at another recognized educational institution, where the program is pre-approved and typically not available through the University of Toronto. Courses should be taken on the staff member's own time, after normal working hours.

3. Dependants Scholarship Program

The Scholarship Program is awarded to dependants of qualifying clinical faculty who are enrolled in a first undergraduate degree program or certificate program which does not require prior undergraduate preparation.

The scholarship can be applied to any four-year-degree-granting institution (or its equivalent if the institution is outside North America) which is recognized by the University of Toronto for transfer credit purposes. The value of the scholarship is equal to one-half of the amount of the tuition for Arts & Science at the University of Toronto. For full-time equivalent clinicians, the value of the scholarship is pro-rated to the percentage of appointment.

To be eligible for an admission scholarship, the student must have attained at least an 80% average in his/her best six grade 12 U or M courses. Students from other educational jurisdictions must present equivalent qualifications.

Joint Club Membership

The [Joint Membership Plan](#) provides access to Hart House, the Athletic Centres, and The Faculty Club.

[Hart House](#) features a wide range of athletic facilities (including two gyms, a pool and indoor running track), a variety of sport and recreation classes, restaurants, a number of different clubs and other activities, and a special place to the U of T community – the Hart House farm.

[The Athletic Centre](#) provides a wide range of instructional and recreational physical opportunities for all ages and skill levels. Joint Plan members enjoy: 50m and 25y swimming pools; a 200m indoor track; seven gyms; extensive strength-training equipment; courts for squash, badminton, tennis and table tennis; a dance studio; golf cage; steam rooms; drop-in sport activities, and more than 100 classes in aquatics, fitness, dance, and movement. In addition, members receive a 10% discount on children's programs and camps. Members can also enjoy the state-of-the-art eight-lane outdoor track at Varsity Centre and the skating programs at Varsity Arena. During the winter months members can take advantage of Varsity Centre's driving range at a special discounted rate.

[New Recreation, Athletic & Wellness Centre at UTM \(RAWC\)](#) is a membership-based university facility. The University of Toronto Mississauga, Department of Physical Education, Athletics & Recreation Facilities are available for use by all current University of Toronto Students, U of T Staff, U of T Alumni and Community Members with a membership. The new facility complements our existing space and provides much needed additional facilities such as: a 25 metre 8 lane pool, 12 person hot pool, double gymnasium with seating for 880 spectators, new fitness centre, new studio, squash courts, indoor and outdoor courts, indoor running track and a sports medicine clinic.

[The Faculty Club](#) allows for on-campus socializing, professional interaction and special events such as parties, meetings, receptions and weddings. Members can meet colleagues in the main floor dining room or the less informal downstairs pub. Membership in the Faculty Club also provides access to the International Club Network with reciprocal privileges at more than 350 clubs around the world.

✓ More Perks

Working at the University of Toronto means that employees can take advantage of a range of special programs and practical products and services.

1. The [WorkPerks discount program](#)

Through WorkPerks, you and your family can access savings from brand-name companies and smaller shops around the Greater Toronto Area and online. This program is provided through Venngo Inc., and passes on savings by forming partnerships with large and small retailers, who offer WorkPerks members discounts and other deals on a variety of goods and services. Savings categories include apparel, personal care, dining, tickets and books. Employees can find deals from large brand-name retailers and smaller shops from around the Greater Toronto Area, and more are added each month. There are currently over 400 vendors offering discounts.

2. **[Affinity Programs](#)**

U of T employees receive special rates on Home & Auto insurance, Term Life and Critical Illness insurance as well as Wealth Management services through our affinity partners.

3. **[U of T Bookstore](#)**

10% off for U of T Faculty and Staff and [25% off U of T Office Bookstore Accounts](#). By showing your T-Card or U of T business card along with photo ID U of T staff or faculty members will receive a 10% Perk discount at any U of T bookstore location on all personal purchases of regular priced insignia products, clothing, bags, drinkware, toys, jewelry, and stationery. The bookstore also sells computers, software, books, medical equipment, and more at special discounted prices for faculty.

4. **[Software and Computers](#)**

Faculty are eligible to receive a 10% educator's discount for [Apple computers](#). UofT's [Licensing Software Office](#) provides discounted licensing on many software programs.

5. **[Cell phones](#)**

Reduced rates on cell phone services.

6. **[Faculty & Staff Housing Loan Program](#)**

Qualified full-time members of faculty and staff are assisted in financing the purchase of a family home through guaranteed loans.

7. **[Libraries](#)**

Staff and faculty have full library privileges with their TCards, and access to comprehensive on-line e-resources including: Medical databases such as Medline (OVID), PubMed, The Cochrane Library, and Trip Database; Medical references such as UpToDate, Lexi-Comp, ACP Pier, Micromedex, Clinical Evidence, and more; Full-text on-line journals, e-CPS, on-line textbooks, Evidence Based Guidelines, teaching resources; Receive individual Librarian support for searches and help.

For more info on faculty benefits visit:

<http://dfcm.utoronto.ca/resources-faculty-0> &
<http://www.medicine.utoronto.ca/sites/default/files/UofTBenefits-FTandFTEClinicalFaculty.pdf>