



FELLOWSHIP IN CLINICAL AND ORGANIZATIONAL ETHICS 2019-20

Overview

The Centre for Clinical Ethics (CCE) invites applications for a one-year, full-time Fellowship in Clinical and Organizational Ethics starting in September 2019 in Toronto, Canada.

The CCE (<http://www.ccethics.com>) is part of Unity Health Toronto, a health network composed of Providence Healthcare, St. Joseph's Health Centre, and St. Michael's Hospital. Committed to the values of Unity Health Toronto, the CCE's mission is to enable members of the healthcare community to identify and resolve ethical issues that arise in the clinical setting. The CCE's core activities include education, case consultation, research ethics review, policy development, and academic research.

The purpose of the program is to train individuals to be competent practicing healthcare ethicists with particular attention to the knowledge and skill competencies required to work in a Catholic healthcare setting. Fellows who successfully complete the program will be equipped to work in both faith-based and non-faith-based healthcare settings. The Fellowship is driven by a competency-based education and evaluation framework that the CCE has presented at the International Conference on Residency Education, the annual Canadian Bioethics Society conference, and the American Society for Bioethics and Humanities' annual conference.

The Fellow will spend one year supporting the ethics programs at Unity Health Toronto and across the CCE's partner organizations, contributing to the intellectual and scholarly activities of the CCE, and participating in regular educational and professional development sessions. The Fellow will thereby enhance their knowledge and skill competencies in the core areas of clinical and organizational ethics activities (ethics consultation, policy development, education, research ethics, and academic research). There will be an emphasis on developing leadership capacity in these areas.

The Fellow will have ongoing opportunities to engage in multi-disciplinary ethics networking and continuing education, and will have access to a wide range of clinical ethics and organizational ethics expertise in a variety of healthcare settings. The Fellow may have the opportunity to travel to and work with the ethics team at another Catholic healthcare facility in Canada.

Completion Requirements

Completion requirements of the program include successful completion of: ongoing educational modules on core topics in healthcare ethics and healthcare law; independent scholarly work in healthcare ethics theory or practice (including completion of a manuscript suitable for peer-reviewed publication and submission of an abstract to the Canadian Bioethics Society annual conference); at least three Ethics Grand Rounds presentations at Unity Health Toronto or CCE partner hospitals; a specialized education series focused on complex ethical issues relevant to Catholic healthcare institutions; at least three simulation clinical ethics consultations (with Standardized Patient actors); and an assessment of readiness for practice by the CCE Fellowship Director and the Director of the CCE.

The Fellow's progress through and completion of the Fellowship will be evaluated using a combination of event-driven real-time evaluation, periodic formative assessments, and summative assessment, within a competency-based framework.

Compensation

Fellows receive CAN\$45,000 (\$43,200 stipend plus 4% vacation pay) over the course of the year. In addition, Fellows are entitled to paid statutory holidays and two weeks of unpaid vacation time. Fellows' registration fees and travel expenses are covered for the Canadian Bioethics Society annual conference.

Eligibility Requirements

The ideal candidate will hold a graduate degree in a field relevant to bioethics (e.g., theology, religion, philosophy, bioethics, or medical science) and have an interest in working in a Catholic healthcare setting. This candidate should also have undertaken significant course work in ethics, including, but not limited to, bioethics, and have some previous experience in applied clinical or organizational ethics.

Each applicant is expected to propose a research project involving healthcare ethics theory or practice that can be completed within one year, resulting in a manuscript appropriate for publication. The applicant is asked to submit a brief description of the proposed research project, including an explanation of why the applicant is interested in the project and why the applicant believes it will be meaningful to others in the field.

Applicants will be ranked based on (1) their previous training in ethics, including bioethics, (2) their experience in applied clinical or organizational ethics, (3) their commitment to continuing to work in the field of clinical or organizational ethics, (4) their potential to contribute to the field of bioethics, (5) their interpersonal skills, and (6) the suitability and feasibility of their proposed research project.

Applying

- 1) Please send the following (by the end of the work day on Friday, March 29, 2019) to Lynda Sullivan, CCE administrative assistant, at LSullivan@stjoestoronto.ca:
 - a) your curriculum vitae (full version as opposed to abbreviated);
 - b) a letter of application describing your interest in healthcare ethics and in this Fellowship, and explaining how your experience prepares you for the Fellowship; and
 - c) a sample of written scholarly work in the area of bioethics (e.g., one course paper, thesis chapter, paper submitted for publication, or publication) between 10 and 30 pages in length.
- 2) Please also arrange to have three original letters of reference (at least one from a supervisor familiar with your academic work and at least one from someone familiar with your participation in an applied setting) sent by your referees via email directly to Lynda Sullivan at LSullivan@stjoestoronto.ca. Please ask your referees to address the selection criteria outlined in the “eligibility requirements” paragraph above, if possible.
- 3) If you are currently enrolled in a degree program, you must have completed your degree or have formally submitted your thesis for defense before start of the Fellowship. You must have your supervisor send a letter confirming your graduation or formal submission of the thesis before the start of the fellowship.

If you have any questions, please contact Lynda Sullivan via email (LSullivan@stjoestoronto.ca) or telephone (416-530-6750).

While we appreciate all applications received, only applicants selected for an interview will be contacted. Interviews will be held in April.

The deadline for receipt of completed applications is Friday, March 29, 2019.