CUPE Local 3902 (Unit 3) Job Posting

Sessional Lecturer Position

Posting Date: May 18, 2022

Program: Master of Health Informatics (MHI)

Sessional dates of appointment: Fall 2022, September to December

Course title: MHI2020H: Leadership for Digital Health Transformation

Course Description:

This course will explore the art (practical exercise of leadership) with the science (contemporary theory and concepts of leadership) of leadership. The course is divided into four sections:

- **The Foundations of Leadership (Introduction Sessions)** - explores various models and theories about the skills, competencies and mindsets of leadership and how “management” differs from “leadership”. Focus will be on leadership frameworks that are values and influence based.

- **The Leadership of Change (2 sessions)** - explores the evolution of change theory in health and some contemporary change models that are used in the IT/Digital Health and health fields. We’ll also look at the “change cycle” and what leadership practices can be brought to bear to create successful change projects. Examples from health will be examined (e.g. the intersectionality of leadership across the various health sectors).

- **Beyond Change: Leading Crises, Innovation and Disruptive Change (2 sessions)** - explores crisis and resilience leadership and models for disruptive change. Examines how leadership can enable innovation and transformational change. Examples from health informatics, COVID-19, and health system recovery will be examined.

- **Culmination of Learning (2 sessions): Translating Learning about Leadership Into One’s Personal Practice** - Learners enter into a final phase of self-reflection on key learnings from the course and create a personal leadership development plan. This includes sharing group assignments, review of leadership fundamentals through small group dialogue, and examination of “resilience” as a core leadership concept.
Objectives:

Upon successful completion of this course, students will be able to integrate these leadership concepts into practice:

- Indicate their leadership development needs and construct a set of actions that will improve their ability to lead and practice leadership.
- Exhibit insight and self-awareness for their own leadership practice.
- As a leader, describe their vision of the future and demonstrate their ability to inspire others to a common vision, particularly in times of crisis and change.
- As a leader, to recognize opportunities to challenge the status quo and improve system performance.
- As a leader, understand the conditions and climate in which people are willing to innovate and bring about disruptive change.
- As a leader, to identify leadership actions that will allow others within a team to trust, collaborate and work as a team toward results.
- As a leader, to give feedback, recognize and appreciate the accomplishments of others in ways that are meaningful to them.
- As a leader, to listen actively to diverse points of view and lead with empathy.
- As a leader, to be able to articulate a vision for change, to plan a change project and monitor achievement of progress toward the future.

Qualifications:

- A PhD or Masters level education with experience in health informatics, preferably in the areas of ICT adoption, implementation, and evaluation;
- A robust understanding of information technology, operating systems, networks, system security;
- Prior experience with leading change in a variety of healthcare settings
- Experience at top leadership levels (CIO, CTO, CDO) is preferred
- Past teaching experience related to health informatics, preferably at the graduate level;
- Prior experience in curriculum development and adult teaching-learning methods;
- Comfortable with electronic teaching tools such as Learning Management Systems (e.g., Quercus), PowerPoint, as well as on-line collaboration tools (Blogs, Wikkis, Discussion Boards, Webinars, or Video-conferencing).

Class schedule: Modular
Estimated enrolment: 30
Estimated TA support: based on enrolment - None
Duties:
• Course instructor for a professional graduate course using competency-based learning and assessment methods.
• Must be accessible to students outside of classroom hours.
• Available evenings and weekends.

Salary: Commensurate with experience

How to submit an application: Please send your CV and cover letter, outlining additional value you will bring to teaching the course via e-mail to ihpme.appointments@utoronto.ca and ihpme.mhi.program@utoronto.ca

Closing date: June 7, 2022

This job is posted in accordance with the CUPE 3902 Unit 3 Collective Agreement. It is understood that some announcements of vacancies are tentative, pending final course determinations and enrolment. Should rates stipulated in the collective agreement vary from rates stated in this posting, the rates stated in the collective agreement shall prevail.

Preference in hiring is given to qualified individuals advanced to the rank of Sessional Lecturer II or Sessional Lecturer III in accordance with Article 14:12 of the CUPE 3902 Unit 3 collective agreement.

Please Note: Undergraduate or graduate students and postdoctoral fellows of the University of Toronto are covered by the CUPE 3902 Unit 1 collective agreement rather than the Unit 3 collective agreement, and should not apply for positions posted under the Unit 3 collective agreement.