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:

<table>
<thead>
<tr>
<th>Options</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly agree</th>
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<tbody>
<tr>
<td>A formal Master’s in education effectively trains a medical education consultant</td>
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<td>A formal PhD in education effectively trains a medical education consultant</td>
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<td>Faculty Development programs are</td>
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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.

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