

CLINICAL PROMOTION CRITERIA

Clinical Promotion criteria is articulated in a University [Senate Policy](#). This Policy requires consideration of the following areas in matters of promotion:

1. Teaching
2. Research and Scholarship; and
3. Administrative and Professional Service

CORE REQUIREMENTS:

Applicants must meet all core requirements articulated below and as demonstrated by the evidence/examples listed in the [Tables](#) as approved by Faculty Board May 29, 2024.

Assistant Professor:

- MD or MD/PhD and relevant speciality certification (e.g. CCFP, RCPSC or equivalent).
- **Evidence of good teaching** in undergraduate, graduate and/or residency programs, from evaluations/assessments by students, residents, and peers.
- **Evidence of successful initiation** of research/scholarly work.
- Demonstrates **good Professional and/or Administrative Service** including evidence of consistent positive contribution to departmental activities.

Associate Professor:

- **Evidence of very good teaching** and commitment to academic and pedagogical excellence in undergraduate, graduate and/or residency programs, from evaluations/assessments by students, residents, and peers.
- **Established national or emerging international** research projects or program (which may include medical education, quality, traditional CIHR pillars).
- Receipt of external peer-reviewed research grants and/or industry supported research as Principal Investigator/co-Principal Investigator and/or Site Lead of clinical trials.
- Visiting professorships/invited presentations external to Queen's (provincial/national).
- Publications (including clinical observations, reviews or analytic studies) in refereed journals, monographs, book chapters, books.
- Demonstrates **very good Professional and/or Administrative Service**, including being acknowledged locally/provincially by peers as an exemplary clinician, mentor, and role model.

Professor

- **Distinguished** scholarly work with **very good teaching** and exceptional contributions to Professional and/or Administrative Service
- OR
- Evidence of sustained **exceptional teaching** with continuing **high quality scholarly work** and exceptional contributions to Professional and/or Administrative Service.
- Established as an independent investigator, recognized nationally/internationally, with external peer-reviewed funding.
- Established national or emerging international research projects or program (which may include medical

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- Receipt of major external peer-reviewed research grants as a Principal Investigator, including leading team grants and/or clinical trials.
- Holds leadership role in national/international specialty societies or research networks; and/or chair/co-chair of national/international research meetings and symposia.
- education, quality, traditional CIHR pillars).
- Receipt of external peer-reviewed research grants and/or industry supported research as Principal Investigator/co-Principal Investigator and/or Site Lead of clinical trials.
- Visiting professorships/invited presentations external to Queen's (provincial/national).
- Publications (including clinical observations, reviews or analytic studies) in refereed journals, monographs, book chapters, books.