

Teaching/Education

Good	Very Good	Exceptional
<p>Core Requirements:</p> <ul style="list-style-type: none"> Evidence of good teaching in undergraduate, graduate and/or residency programs, from evaluations/assessments by students, residents, and peers. <p>Evidence/Examples of Core Requirements:</p> <ul style="list-style-type: none"> Consistent academic contribution to clinical education sessions (e.g. grand rounds, mortality rounds, departmental committees, local CPD, etc.). Contribution to curriculum development and/or learning resource development (including clinical skills, simulation and small group learning). Demonstrates principles of enquiry, critical appraisal and utilization of evidence in clinical decision-making and teaching as indicated in evaluations. Demonstrates commitment to creating an inclusive learning environment that respects and values diversity as indicated in evaluations. 	<p>Core Requirements:</p> <ul style="list-style-type: none"> 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. <p>Evidence/Examples of Core Requirements:</p> <ul style="list-style-type: none"> Leadership role in education at Queen's, including CPD. Leadership role in design and organization of educational programs. Active role in implementing and promoting Indigenization, equity, diversity, inclusion, accessibility and anti-racism (I-EDIAA) in educational programs as indicated in evaluations. Recognition as a very good role model/mentor for students/residents. Receipt of teaching award(s) (departmental/university). Participation in CPD (provincial and/or national). Invited speaker at meetings (provincial and/or national). Examiner/accreditor of national accrediting/certifying body. 	<p>Core Requirements:</p> <ul style="list-style-type: none"> Evidence of sustained exceptional teaching and commitment to academic and pedagogical excellence from evaluations/assessments by students, residents and peers. <p>Evidence/Examples of Core Requirements:</p> <ul style="list-style-type: none"> Leadership role in education programs, including CPD (national and/or international). National recognition as a leader in education and/or supervision of students/residents in educational programs or projects. Leadership role in advancement of Indigenization, equity, diversity, inclusion, accessibility and anti-racism (I-EDIAA) in educational programs as indicated in evaluations. Leadership role in curriculum design with innovative use of teaching methods. Receipt of teaching award(s) (provincial and/or national). Invited professorships and presentations at meetings (national and/or international).

Research/Scholarly Work

Evidence of Initiation	High Quality	Distinguished
<p>Core Requirements:</p> <ul style="list-style-type: none"> • Successful initiation of research/scholarly work. <p>Evidence/Examples of Core Requirements:</p> <ul style="list-style-type: none"> • Applicant, co-investigator and/or co-applicant on applications for internal or external grants/clinical trials (which may include medical education, quality, traditional CIHR pillars). • Active collaboration in research projects • Invited presentations at meetings (local or regional). • Author and/or co-author of manuscripts submitted for peer-reviewed publication. • Poster or podium presentation and publication of scholarly abstracts • Supervision of undergraduate student, medical student and/or resident research • Invited as an expert journal or grant reviewer. • Conceptual understanding of the importance of I-EDIAA in research. 	<p>Core Requirements:</p> <ul style="list-style-type: none"> • 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. <p>Evidence/Examples of Core Requirements:</p> <ul style="list-style-type: none"> • Supervision of postdoctoral/clinical fellows, graduate students in research. • Membership on provincial grant/specialty panels or research bodies. • Membership on national/international societies or speciality societies’ expert panel or committee. • Member or Associate Editor of peer-reviewed journal editorial boards. • Participates in initiatives to enhance clinical systems and services and improve operational efficiencies locally/regionally. • Applies or develops new techniques related to area of clinical expertise and/or patient care. 	<p>Core Requirements:</p> <ul style="list-style-type: none"> • Established as an independent investigator, recognized nationally/internationally, with external peer-reviewed funding. • Receipt of major external peer-reviewed research grants as a Principal Investigator, including leading team grants and/or clinical trials (which may include medical education, quality, traditional CIHR pillars). • Holds leadership role in national/international specialty societies or research networks; and/or chair/co-chair of national/international research meetings and symposia. <p>Evidence/Examples of Core Requirements:</p> <ul style="list-style-type: none"> • Supervision of postdoctoral/clinical fellows, graduate students in research. • Chair/co-chair of national grant/specialty panels or research bodies; or a member of international grant/specialty panels or research bodies. • Recipient of personnel awards from recognized agencies awarded by peer review for research/education. • Leader of major strategic development and evaluation of clinical improvements impacting at organizational, national or international levels. • Leader of initiatives to enhance patient care, clinical improvements in systems, services, and operational efficiencies provincially/nationally.

	<ul style="list-style-type: none"> • Leader in application of clinical evaluative methods to activities of division/department. • Participation in initiatives, collaborations and/or partnerships that support and promote the integration of I-EDIAA in research. • Engagement in topic based I-EDIAA research. 	<ul style="list-style-type: none"> • Leadership role in the development of national clinical standards. • Editor in Chief/Deputy Editor of peer-reviewed journal. • Leadership role in research committees at national/ international levels. • Invited plenary presentations at meetings (national/international). • Development and/or leadership of initiatives, collaborations and/or partnerships that support and promote the integration of I-EDIAA in research. • Leadership role in integrating I-EDIAA research concepts and/or engaging in sustained exceptional topic based I-EDIAA research.
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Professional and/or Administrative Service

Good	Very Good	Exceptional
<p>Core Requirement</p> <ul style="list-style-type: none"> • Demonstrates good Professional and/or Administrative Service including evidence of consistent positive contribution to departmental activities. <p>Evidence/Examples of Core Requirement:</p> <ul style="list-style-type: none"> • Active member of professional organizations (national and/or international). • Active participation on internal committees (departmental/faculty/university/affiliated teaching hospitals). • Active participation in practices supporting Indigenization, equity, diversity, inclusion, accessibility and anti-racism (I-EDIAA). • Conducts critical reviews of personal practices and demonstrates impact on practice. 	<p>Core Requirement</p> <ul style="list-style-type: none"> • Demonstrates very good Professional and/or Administrative Service, including being acknowledged locally/provincially by peers as an exemplary clinician, mentor, and/or role model. <p>Evidence/Examples of Core Requirement:</p> <ul style="list-style-type: none"> • Leadership role in the administration and/or service activities of the university and/or affiliated teaching hospitals. • Serves a significant role in major clinical administrative activities. • Active role in implementing and promoting practices supporting Indigenization, equity, diversity, inclusion, accessibility and anti-racism (I-EDIAA). • Serves an active, prominent role in external organizations (provincial and/or national). • Leadership role in department, faculty, university and/or affiliated hospitals (on basis of research standing). 	<p>Core Requirement</p> <ul style="list-style-type: none"> • Exceptional contributions to Professional and/or Administrative Service including being acknowledged nationally/internationally by peers as an exemplary clinician, mentor and/or role model. <p>Evidence/Examples of Core Requirement:</p> <ul style="list-style-type: none"> • Demonstrates exceptional service and/or related leadership in committee, administrative or policy making decisions in the university/affiliated teaching hospitals. • Executive leadership role in professional organization(s) at a national or international level. • Leadership role in university/affiliated teaching hospital committees and professional organizations. • Leadership role in the developing, implementing and promoting practices supporting Indigenization, equity, diversity, inclusion, accessibility, and anti-racism (I-EDIAA).