

TABLE 1

Teaching/Education

Good	Very Good	Exceptional
<ul style="list-style-type: none"> • evidence from evaluations/assessments by students and colleagues of good teaching in UG/PG programs (which shall include contributions to clinical skills and PBL) • lecturing, tutoring, supervision, counselling, mentorship to UG/PG/CME • consistent academic contribution to clinical education sessions, e.g. grand rounds, mortality rounds, sign-in rounds, departmental committees • contribution to curriculum development and/or learning-resource development in UG/PG programs (including clinical skills and PBL) • appropriate responsibility for patient care in a clinical teaching unit • exhibits principles of enquiry, critical appraisal and utilization of evidence in clinical decision-making and teaching 	<ul style="list-style-type: none"> • extensive involvement in UG/PG teaching (including clinical skills and PBL) with evidence from evaluations/assessments by students and colleagues of very good teaching • recognized as a very good role model/mentor for students/residents • leadership role in education at Queen's, including CME • leadership role in design and organization of educational programs • receipt of departmental/ university teaching award(s) • participation in CME (regional/national) • invited lectures, locally and regionally/nationally 	<ul style="list-style-type: none"> • consistent evidence of exceptional teaching from evaluations/assessments by students and colleagues • national recognition as a leader in education and supervision of students/residents in educational projects • leadership role in national/international education programs, including CME • leadership in curriculum design with innovative use of teaching methods • receipt of provincial/national teaching awards • invited professorships and presentations at national and international meetings

TABLE 2

Research/Scholarship

Evidence of Initiation	High Quality	Distinguished
<ul style="list-style-type: none"> • evidence of commitment to research and scholarship • involvement in applications for extramural grants/clinical trials • presentations at meetings with published abstracts • contributions to the preparation/submission of papers for publication • supervision of medical student and/or resident research • conducts critical reviews of personal practices and demonstrates impact on practice • initiates or seeks guidance from established individuals in the evaluation of clinical practice • active collaboration in research projects • exhibits the essential roles and key competencies of clinical scholars (medical expert, communicator, collaborator, manager, health advocate, scholar, professional) 	<ul style="list-style-type: none"> • development of national or emerging international program • research grants from recognized agencies awarded by peer review for research or innovation in medical education and/or industry supported research, including participation in clinical trials • visiting professorships/invited presentations external to Queen's • publications (including clinical observations, reviews or analytic studies) in refereed journals, monographs, book chapters, books • supervision of postdoctoral/clinical fellows, graduate students in research • participates in initiatives to enhance clinical systems and services and improve operational efficiencies within division or department • applies or develops new techniques related to area of clinical expertise and/or patient care • leader in application of clinical evaluative methods to activities of division/ department • membership on grant/specialty panels of provincial research bodies • examiner/accreditor of national accrediting/certifying bodies • sought after as a journal or grant reviewer 	<ul style="list-style-type: none"> • recognition nationally/internationally as an established independent investigator • personnel awards from recognized agencies awarded by peer review for research • leadership role in national/international societies or specialty societies and/or organization of national/international research meetings and symposia • leader in the major strategic development and evaluation of clinical improvements impacting at organizational, national or international levels • recognized by patients, students and peers as an exceptional clinician, mentor and role model • develops, initiates, evaluates the enhancement of patient care, clinical improvements in systems, services and operational efficiencies at regional/provincial levels • leadership role in the department/national development of clinical standards • leading role in the design and implementation of clinical trials • membership on editorial boards • development of group grants • leadership role in research committees at national/ international levels

TABLE 3

Professional and/or Administrative Service

Good	Very Good	Exceptional
<ul style="list-style-type: none"> • actively participates in clinical related activities/committees at division, program or departmental level • participation on hospital/departmental/faculty/ university committees • consistent contributor to departmental activities • actively participates in equity practices 	<ul style="list-style-type: none"> • leadership role in the administration and/or service activities of the hospital/university • has a significant role in major clinical administrative activities • acknowledged by peers as an exemplary clinician • has an active, prominent role in provincial organizations • leadership role in department, Faculty, University/hospital (on basis of research standing) • active role in implementing and promoting equity practices. 	<ul style="list-style-type: none"> • demonstrates exceptional service and/or related leadership in committee, administrative or policy making decisions in the hospital/university • executive leadership role in professional organization(s) at a national or international level • active in national professional organizations • leadership role and participation in hospital/ university committees and professional organizations • plays a leadership role in the implementing of equity practices.