

Clinician Researcher Guide 2.0 Schulich School of Medicine & Dentistry

Important Principles for Framework:

- This guide applies to activities related to Academic Research/Scholarly activity, complementary ARC Clinician Scientist.
The intent of this framework is to provide guidance to clinical faculty in the Clinician Teacher Academic Role Category, as well as their Department Chair, Department and Schulich A & P Committees to better understand the type of work that may be expected at a given career rank with progression. Each department will also have global teaching expectations set by Schulich with the Chair. It is the Chairs' responsibility to distribute the totality of this teaching within their faculty members.
- There are general guidelines for teaching expectations as set by ARC. They may include baseline *ISGL and ACP expectations for individual faculty. This will help set standards for promotions. Promotion will be achieved based on all academic domains. These are examples of what may count within the ARC structure. Clinician Researchers are not expected to complete all the items in the Guide. Additionally, academic tasks/work considered for promotion at any given rank includes, but is not limited to, the items listed below. Associate Professor is career rank.

CONTINUUM OF ACHIEVEMENTS			
Clinician Researcher	Assistant Professor	Associate Professor	Professor
Geographic Scope	Local/Regional (Academic: Department/Division, University, Institutes, Centres, REB, Foundation, etc.)	Provincial/National (Academic: Department Schulich, Academic Association; Regulatory or licensing bodies)	National/International (Academic: Schulich/Western, Academic Associations, Healthcare and Medicine Provincial/National/International Organizations)
Administrative Scope	Member (Academic: Committee Membership)	Member/Leader (Academic: Committees, task forces, boards, Mid-level administrative roles)	Leader (Academic: Chair, Board Member/Chair, President/Vice President, Vice Dean, Dean, Vice Provost, Provost)
TEACHING & EDUCATION 10-40% *Based upon 40%	<ul style="list-style-type: none"> PGME didactic/simulation and UME: *ISGL (36 hours/yr) + ACP (10 hours/yr) Teaching activities below to be 70 + hours/yr. Activities may include: <ul style="list-style-type: none"> Contributes to examination q 2 years (oral, OSCE, written) Teaching generally evaluated as effective with no concerns raised by the Education Committee PGME: Clinical Service teaching/supervision minimum set by department Participates as required Faculty Development (i.e. teaching, curriculum, EDIDI, etc.) 	<ul style="list-style-type: none"> Serves on 1 division or departmental education committee (RTC, Competence Committee, Education Committee) q 4-5 years; supervision or co-supervision of graduate students, fellows; participation in student advisory and examination committee Contributes to PGME examination development OSCE/MCQ, etc. q 3 years or contributes to graduate seminars q 3 years/or other educational initiatives Participates as required Faculty Development (i.e. teaching, curriculum, EDIDI, etc.) Teaching generally evaluated as effective with no concerns raised by the Education Committee 	<ul style="list-style-type: none"> Serves on 1 division or departmental education committee (RTC, Competence Committee, Education Committee) q 4-5 years; supervision or co-supervision of graduate students, fellows; participation in student advisory and examination committees Contributes to PGME OSCE, SAQ or MCQ development q 3 years or contributes to graduate seminars q 3 years and/or other educational initiatives (See notes). Participates as required Faculty Development (i.e. teaching, curriculum, EDIDI, etc.) Teaching generally evaluated as effective with no concerns raised by the Education Committee
RESEARCH & SCHOLARLY ACTIVITY 30-60%	<ul style="list-style-type: none"> Peer Review Publications: 	<ul style="list-style-type: none"> Peer Review Publications: <ul style="list-style-type: none"> 2-3 first or senior author publications average per year and 2 co-author publications per year 	<ul style="list-style-type: none"> Peer Review Publications: <ul style="list-style-type: none"> 3-4 first or senior author publications/yr and 3-4 co-author publications/yr

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Abbreviations: *ISGL – Integrated Small Group Learning; ACP – Academic Coaching Program. Reference: *Conditions of Appointment for Physicians (2018)*

CONTINUUM OF ACHIEVEMENTS			
Clinician Researcher	Assistant Professor	Associate Professor	Professor
	<ul style="list-style-type: none"> ○ 2 first or senior author publication/yr starting at year 3 and 2 co-author publications/yr starting in year 3 ○ Approximately 8 – 16 total (over 6 yrs) ● Peer Reviewed Grants: <ul style="list-style-type: none"> ○ Held per year: 1 local or provincial starting in year 2-3 ● Trainee Research Mentorship: <ul style="list-style-type: none"> ○ co-supervision of graduate students, fellows, and/or residents starting in year 2-3, participation in student advisory and examination committees ● Scientific Presentations: <ul style="list-style-type: none"> ○ main oral presenter for: 1 per year local or provincial ● Research Impact & Scientific Contributions: Aiming for some publications in leading specialty journals, citations, collaborations, guidelines, grant review committees, advisory/examination committees, organization of symposia, conferences, editorial roles, editorials, journal reviews ● Nomination/Received research awards local 	<ul style="list-style-type: none"> ○ Approximately 40 total publications cumulative (preferably majority as primary /senior author over 6 years) ● Peer Reviewed Grants: <ul style="list-style-type: none"> ○ Held per year: 1 provincial or national ● Trainee Research Mentorship: <ul style="list-style-type: none"> ○ supervision or co-supervision of graduate students, fellows and/or residents with evidence of successful mentoring, trainee publications, experience, and awards ● Scientific Presentations: <ul style="list-style-type: none"> ○ main oral presenter for: 1 provincial and/or national per year ● Research Impact & Scientific Contributions: Achieving some Impact factor (aiming for some publications in leading subspecialty journals), citations, collaborations, guidelines, grant review committees, advisory/examination committees, organization of symposia, conferences, editorial roles, editorials, journal reviews ● Nomination/Received research awards provincial/national 	<ul style="list-style-type: none"> ○ Approximately 70 total publications cumulative (preferably majority as primary or senior author with 30 publications since previous promotion) ● Peer Reviewed Grants: <ul style="list-style-type: none"> ○ Held per year: 2 provincial or national ● Trainee Research Mentorship: <ul style="list-style-type: none"> ○ supervision or co-supervision with evidence of successful mentoring, trainee publications, experience, and awards ● Scientific Presentations: <ul style="list-style-type: none"> ○ main oral presenter for: 1-2 national and international per year ● Research Impact & Scientific Contributions: Achieved impact factor (aiming for some IF at least 6+, top specialty journals), citations, collaborations, guidelines, grant review committees, participation in advisory and examination committees, organization of symposia, conferences, editorial roles, editorials, journal reviews ● Nomination/Received research awards national/international
<p>LEADERSHIP/ROLE MODEL/GENERAL CONTRIBUTIONS 5-30%</p> <p>SERVICE/ADMIN 0-10%</p>	<ul style="list-style-type: none"> ● Serves on Academic division/departmental research/education committee for a minimum of 1 term after year 3 ● Academic Accreditation related activities ● Academic Peer support, Mentorship, Task forces, QI, special projects, etc. ● Academic Financial Management Committee 	<ul style="list-style-type: none"> ● Participates in university and provincial research committees ● Presents research initiatives provincially/nationally ● Research Leadership at academic department level, Division Chair/Vice Chair (1 term) ● Mid-level research leadership Schulich/University ● 360 indicating research leadership strength 	<ul style="list-style-type: none"> ● Academic Division Chair/Vice Chair (2 terms) and or Department Chair (1+ terms) ● Major Academic leadership in research at Schulich/Western: on selection committees, executive committees, councils, etc. ● Academic national/international research admin or leadership role ● Serves on Western university committees ● 360 from peers reflecting research excellence & strengths