

Clinician Scientist 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 Researcher.
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 Scientists 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.

Clinician Scientist	CONTINUUM OF ACHIEVEMENTS				
	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 5-25%	<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 yrs development (oral, OSCE, written)Teaching generally evaluated as effective with no concerns raised by the Education CommitteePGME: Clinical Service teaching/supervision minimum set by departmentParticipates 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 committeesContributes to PGME OSCE or exam question development q 3 yearsParticipates 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 yearsSupervision or co-supervision of graduate students, fellowsParticipation in student advisory and examination committeesContributes to PGME OSCE or exam question development q 3 yearsParticipates 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">Peer Reviewed Publications:		<ul style="list-style-type: none">Peer Reviewed Publications:<ul style="list-style-type: none">3-4 first or senior author publications/year		<ul style="list-style-type: none">Peer Reviewed Publications:<ul style="list-style-type: none">5 primary or senior author publications/year

Clinician Scientist	CONTINUUM OF ACHIEVEMENTS				
	Assistant Professor		Associate Professor		Professor
RESEARCH & SCHOLARLY ACTIVITY 70-80%	<ul style="list-style-type: none">○ 3 first or senior author publications/year starting at year 3 and 2 coauthor publication/yr starting in year 3○ Approximately 20 total (over 6 years)• Peer Reviewed Grants:<ul style="list-style-type: none">○ Held per year: 1 local or provincial starting in year 1-2, 2 local or 1 provincial in years 3-5• 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 and provincial• Research Impact & Scientific Contributions: Impact will not be easily assessable in early years. Aiming for some Impact Factor >=3 In later years• Nomination/Received research awards local		<ul style="list-style-type: none">and 3 co-author publications per year○ Approximately 50 total publications cumulative (preferably majority as primary/senior author over 6 years)• Peer Reviewed Grants:<ul style="list-style-type: none">○ Held per year: average of at least 1 external grant (provincial, national, or international)○ Hold Tri-Council or equivalent grant for majority term at Associate rank• Trainee Research Mentorship:<ul style="list-style-type: none">○ primary supervision and 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 provincial and 1 national/yr• Research Impact & Scientific Contributions: Achieving impact factor (aiming for some 4+, top subspecialty 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 provincial/national• Develops Independent Research Lab/Program		<ul style="list-style-type: none">and 5 co-author publications/year○ Approximately 80 total publications cumulative (preferably majority as primary/senior author with 30 publications since previous promotion)• Peer Reviewed Grants:<ul style="list-style-type: none">○ Hold Tri-Council or equivalent grant for majority of term at Associate rank and continuing as Professor○ Be in charge of Independent Research Lab facility• Trainee Research Mentorship:<ul style="list-style-type: none">○ Held per year: 2 external grants (provincial, national, or international)• Scientific Presentations:<ul style="list-style-type: none">○ main oral presenter for: 1-2 national and international/yr○ primary supervision and co-supervision with evidence of successful mentoring○ trainee publications○ experience and awards• 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• High level PI with Independent Research Lab/Program and national/international reputation
LEADERSHIP/ROLE MODEL/GENERAL CONTRIBUTIONS 5-30% SERVICE/ADMIN 0-10%	<ul style="list-style-type: none">• Serves on academic division/departamental 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">• Serves on university/provincial research committees• Presents research initiatives provincially/nationally• Research Leadership at department level, Division Chair/Vice Chair (1 term)• Mid-level research leadership Schulich/University• 360 indicating research leadership strength• Sustains Research Lab as PI		<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 leadership role• 360 from peers reflecting research excellence & strengths• Leads/Supervises Independent Research Lab/Program