

Standards 2024 CoM (refer to details) Time Period under Review:

**For Faculty in the School of Rehabilitation Science, please refer to the School's Standards as they link closely with CoM Standards, with additional description in each category to their specific discipline **

1. Academic Credentials:

PhD ___ MD ___ Other _____

Specialty Training _____

2. Clinical Teaching:

Using student or peer teaching evaluations, faculty will provide evidence of:

- ___ uniformly satisfactory teaching or satisfactory improvement of teaching
- ___ willingness to accept feedback
- ___ being well prepared for teaching
- ___ being well organized while teaching
- ___ using course materials appropriate for learner level
- ___ the ability to communicate well with learners
- ___ incorporating evidence from published scholarly work or recent research into all teaching activities
- ___ use of innovative teaching methods or technologies when appropriate
- ___ willingness to provide teaching to all levels of learners, as requested or assigned
- ___ being a good role model or mentor for learners
- ___ providing both formative and summative feedback to learners
- ___ incorporating peer and student feedback into teaching practices
- ___ fair and thorough evaluation of student performance, as per course director/organizer commentary
- ___ using up-to-date and curriculum-relevant teaching material, as per course director/organizer commentary
- ___ provide opportunities for students to engage/interact with Indigenous Knowledge Keepers/Elders, where appropriate

Required: All of the following, as applicable:

- ___ teaching in undergraduate or graduate courses as assigned
- ___ advising or supervising graduate students and/or postdoctoral fellows

Required: For clinical teaching, at least 3 of the following:

- ___ small-group leader, co-leader or facilitator for any level of learner(s)
- ___ teaching on ward rounds in any clinical setting (e.g. hospital, nursing homes)
- ___ teaching at inpatient or ambulatory care clinics in hospitals, health centres, etc.
- ___ emergency room teaching
- ___ operating room teaching
- ___ teaching provided while on-call, any setting
- ___ teaching provided in clinical laboratories
- ___ communications skills teaching
- ___ clinical skills teaching for pre-clerkship students
- ___ other event-based teaching (e.g. lectures, seminars, tutorials, academic half-days)

3. Knowledge of Discipline: include items that give indication of expertise in specialty

- ___ participation on clinical guideline committees or clinical quality improvement programs or initiatives

- ___ participation on clinical care delivery initiatives, quality assurance committees, or other clinical service committees
- ___ participation in developing new clinical programs, therapies, treatment methods, investigations
- ___ participation in community-engaged scholarship and/or Indigenous oracy
- ___ leadership and supervisory roles related to the organization or provision of clinical services
- ___ clinically related presentations, lectures, seminars or in-services provided to colleagues
- ___ provision of clinical consultation services, or consultations to governments or health authorities
- ___ demonstration of leadership specific to the practice of reconciliation, Indigenization and/or decolonization
- ___ participation as a committee member or chair for clinical professional bodies or associations
- ___ participation on research grant review committees for any agency, institution or other body
- ___ participation as a committee member or chair for scientific professional bodies or associations
- ___ participation in interdisciplinary scientific and research collaboration, demonstrating leadership with advancing academic rank
- ___ provision of scientific expertise or opinion to government, industry or the media
- ___ membership on editorial boards for publishers of scientific journals, books, etc.
- ___ member, chair or supervisor on research advisory committees for graduate or postgraduate students, or postdoctoral fellows
- ___ Other recognition in their field, beyond U of S?

5. Practice of Professional Skills: (note Category 4 is N/A)
Level 1 - Scholarly Work associated with clinical Practice for level 1 must be independent of former supervisors.

For renewal of probation:

There must be **evidence of the development** of a program of independent research with identifiable area(s) of major focus including, but not limited to:

For tenure:

There must be compelling **evidence of establishment** of an independent research program. Evidence should include but is not limited to:

- ___ author or co-author of at least one peer reviewed publication clinically relevant to the discipline (e.g. original research/impactful case review, analytic study, book chapter, significant webinars, podcasts, videos or other department-approved digital conveyance)
- ___ consistent use of evidence-based clinical decision-making (colleagues' letters of recommendation – see Table E in 2024 CoM Standards)
- ___ consistent use of clinical practice guidelines and current scientific research in teaching (as confirmed by teaching evaluations and colleagues' letters of recommendation - see Table E in 2024 CoM Standards)
- ___ demonstration of willingness to seek clinical and instructional guidance from established senior academics

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(colleagues' letters of recommendation – see Table E, above)

- ___ consistent use of current evidence while participating in analysis and discussion of cases and conditions (as confirmed by teaching evaluations and colleagues' letters of recommendation - see Table E in 2024 CoM Standards)
- ___ for tenure at this rank, three external reviews provided by senior colleagues in other comparable institutions, within the same or another relevant discipline

And, at least three of:

- ___ participation in faculty development events centered on effective knowledge translation for learners in the clinical workplace
- ___ participation in quality improvement activities in clinical care that result in new evidence-based standards of care or local/regional best practices
- ___ participation in self-improvement or CPL/CME activities involving critical appraisal of the medical literature and subsequent clinical practice renewal
- ___ participation in the organization of or maintenance of standards for multidisciplinary care delivery
- ___ demonstrates willingness to participate in research through the recruitment of patient subjects in own practice, if requested
- ___ participation in systematic patient safety initiatives as a planner, developer or recognized leader in the integration, application or teaching of patient safety
- ___ initiating establishment of community-engaged relationships

Where faculty are engaged in Community engaged/Indigenous research, then the following points will also be considered as evidence of the requirements:

- ___ Evidence includes initiating establishment of respectful relationship building with diverse community members or groups from community, community agreements, in-community presentations, community meetings, and community visits, radio announcements, and newsletters, to name a few
- ___ Knowledge Translation evidenced in the form of art based work such as singing, bead work, digital work, film making, story telling
- ___ has engaged or stimulated the work of other local researchers or practitioners.

6 a. Administration: (no specified number)

- ___ On Department Committee(s)
- ___ On College Committee(s)
- ___ On University Committee(s)
- ___ On SHA Committee(s)

7. Public Service & Contributions to Academic and Professional Bodies:

(no specified number but need some)

- ___ Serves on an academic, prof'l or science org out of UoFS
- ___ Media interview(s)
- ___ Written or Present'n to gen'l public via journal/meeting
- ___ On a Board or committee of a gov't agency or NGO
- ___ Editor/Reviewer of journal manuscripts
- ___ On an editorial board of peer-reviewed journal
- ___ Lead organizer for a provincial/national association's conference