

POSSIBLE BENCHMARKS FOR CLINICAL DEPARTMENTS

CLINICAL DEPARTMENTS (CAS) AND TT(CLINICIAN SCIENTISTS):

ANAESTHESIA	OPHTHALMOLOGY
DIAGNOSTIC RADIOLOGY	OTOLARYNGOLOGY
FAMILY MEDICINE	PATHOLOGY
MEDICINE	PEDIATRIC SURGERY
NEUROLOGY AND NEUROSURGERY	PEDIATRICS
OBSTETRICS AND GYNECOLOGY	PSYCHIATRY
ONCOLOGY	SURGERY
HUMAN GENETICS	EPIDEMIOLOGY, BIostatISTICS & OCCUPATIONAL HEALTH

Teaching Quantity

Number of hours of formal teaching to undergrad students, residents, grad students and fellows at McGill or in hospital setting (including small groups and OSCE)

Number of hours of clinical supervision of students and residents;

Number of hours of CME, numbers of presentations at rounds, hours of teaching in professional development courses

Number of students or residents supervised in a research project

For TT clinicians, number of grad students and postdoc fellows supervised and contact hours

Teaching Quality

Use of One 45 or other formal evaluations from students and staff

Participates or leads innovation in teaching (teaching methods, course design)

Participates or leads improvements to curriculum or course content

Osler fellow

Member centre for medical education

Coordination of course

Residency training program director

Examiner at Royal College

National/international presentation related to education

Recipient of a local/national/international teaching award

Supervises a student/resident/fellow/grad student who wins award

Faculty honour list for educational excellence

Research: Quantity and Quality of Publications

Collaborative non peer-reviewed publications

Peer-reviewed published abstracts and proceedings

Invited chapters and/or reviews

Collaborative publications in peer-reviewed journals (of basic or clinical research, case reports, education, medical IT), taking into account number, and journal quality

First or senior author publications in peer-reviewed journals (quality of journals to be assessed)

Patents (filed or awarded)

Research: Grants and awards received

Research funded through contracts or other industry grants

Co-investigator on peer-reviewed grants

PI or nominated PI on peer-reviewed external grants (size of grant may be considered)

Competitive external salary support

National and International awards

Research: Scientific and scholarly activities

Participates in internal review of grants

Presentations of submitted communications (oral or poster) at national or international meetings

Collaborates with faculty/laboratories at other universities or companies

Involved in Knowledge translation (KT)

Reviews abstracts for meetings

Reviews manuscripts for journals (number of reviews and quality of journals to be considered)

Participates in ad hoc external peer review of grants of provincial, national and international funding organizations

Sits on peer-review grant committees of provincial, national and international funding organizations

Invitation to assess promotion from another institution; invitation to review another department, faculty, etc

Editorial Board member (quality of journals to be considered)

Serves as Editor or Associate Editor of peer-reviewed journal (quality of journals to be considered)

Invited lectures/symposia for national or international meetings

Chair or Scientific Officer of external funding agency committee

Serves as chair or board member for external academic organizations

Leads Public Health or Research Policy decision and implementation

Keynote speaker at national or international conferences

Administrative Contributions: Hospital administration

Participates actively on departmental or extra-departmental hospital committees

Chairs hospital Department/hospital site/hospital Division/ hospital clinical committees

Administrative Contributions: University Administration

Number of Faculty/University committees in which participates

Serves as Pro-Dean of examinations

Serves as member or chair of a Faculty/University committee

Administrative position at the Faculty (eg Associate Dean) or University level (eg vice-Principal)

Chairs University department

Administrative Contributions: Outside organizations

Involvement in professional (eg in agency, ministerial, specialty societies) and lay organizations (disease oriented societies), community service

Member of national and international conference planning committee

Leading role in national and international conference planning committee

Leadership role in a National or International professional organization or in a community service organization, eg health charity

External policy advisor (eg, government)

Standing member of Public Agency Advisory committee

Recipient of award for service to professional or lay organization or the community

Professionalism and collegiality

General willingness to contribute to the department/university when needed

Promotes effective collaboration and team-building

Respectful and positive and works well with others (patients, staff and trainees); fosters an environment that promotes fairness and respect,

Responds positively to new responsibilities in teaching and/or administration

Responds to requests for knowledge and skills from healthcare workers and colleagues

Solution-oriented, which includes contributing to discussion and helping to follow up on solutions

Courteous, flexible and receives feedback easily;

Serves as a positive and ethical role model to trainees and peers;

Mentors junior colleagues

Fosters an environment that promotes fairness and respect,

Committed to the school's mission

Clinical Contributions, Quality

Up-to-date certification maintenance

Excellence of interpretation of clinical and laboratory data and of clinical care

Evaluation, recognition, appreciation by students, peers, patients

Participation in clinical projects for best patient management and quality assurance efforts and in Morbidity and Mortality reporting

Award for clinical excellence (e.g. society and/or internal/external organizations)

Invited lecture in area of clinical expertise inside or outside McGill teaching hospitals

Clinical Contributions, Quantity

Fulfills duties agreed at the time of recruiting, and duties expected by the director based on current needs

Contributes appropriate time to clinical duties in hospital

Participates in clinical decision-making conferences eg Tumor Boards

Site director/supervisor of a hospital-based clinical unit eg, CTU (for CAS)

Use of rating scales / satisfaction questionnaires / objective measures of outcome

Clinical Innovation

Development of new clinical procedures, programs or projects (e.g. for best patient management, quality assurance, other improvement initiatives .)

Supervisor of a unique specialty unit (for CAS);

Publication of clinical guidelines as a national or internationally recognized expert

Reliability/punctuality

Promptness of completion and signing of charts, discharge summaries and trainee evaluations

Degree of Attendance at Service/Division, Grand Rounds and Morbidity & Mortality Rounds

Contribution to helping others with overbookings, cancellations, service coverage