

April 28, 2017

**“The only risk of failure is promotion”**

**Anonymous**

Hi Everyone

Promotion to Full Professor at the University is a joyous moment for all. It's something to be savoured and celebrated by all. That's why this week's Departmental Acknowledgement goes to **Saleem Razack** on the occasion of his promotion to Professor in our Department.

I would like to paste below what I wrote in support of Saleem's promotion:

*Saleem's major academic efforts have been directed at the development of innovative programs and achieving teaching excellence. His focus is best encapsulated by his efforts to promote ethno-cultural diversity within medicine that is representative of the society we seek to serve. His substantial efforts in this regard as Assistant Dean of Admissions, Diversity & Equity for the Faculty from 2009-2015 are well known. He has fostered and implemented the M3I as a key element of the medical school selection process. Through considerable upstream efforts, he has developed mechanisms to create a more diverse applicant pool and a selection process that fosters diversity without sacrificing merit. That he has done so in the face of often biased criticism is a credit to his dedication.*

*National and international recognition is the key criteria that merits promotion to Full Professor. Saleem's recognized leadership role is exemplified by multiple awards, including the Pediatric Chairs of Canada Clinician-Educator Award (2014), the May Cohen Gender Equity Award (2012), and the Faculty's inaugural Haile T. Debas Award (2012). Saleem has been a consistent advocate and leader, both locally and nationally, in efforts to promote equity and cultural sensitivity within the profession of medicine. For this, our entire Faculty community can take pride.*

*Saleem also has achieved significant international recognition. In the last few years, he has received several international invitations to present his work at conferences or lend his expertise in the evaluation of a program. He has been a program evaluator (2015) and a CanMEDS Scholar (2013 and 2014) on behalf of the Royal College of Physicians and Surgeons of Canada at the International Residency Program Consultation in King Abdullah Medical City, Makkah, Saudi Arabia. He gave three invited plenary lectures at the Medical Education Conference of Chang Gong Hospital in Linkou, Taiwan in 2015. His international reputation has also led to his outreach consulting work at medical schools in Saudi Arabia, Oman, and Kuwait, and his consulting work for the Aga Khan University in East Africa through Academics without Borders.*

*As an educator, Saleem presents a superb teaching dossier. Here, too, excellence has consistently been recognized including the Kaplan Teaching Award (1999), selection to the Faculty Honor Roll for Educational Excellence (2007) and the Canadian Med-Ed Certificate of Merit (2007). Saleem was our Department's Associate Chair for Education (2011-2016) and under his leadership efforts at inter-professional education have begun to take root and blossom.*

*In addition, over the last few years Saleem has embraced an academic approach to education, seeking to measure its impact. The result has been both external grant funding and a number of publications. Thus Saleem is that increasingly rare entity in the academic world: a true triple threat with excellence in teaching, scholarly activities and contributions to the broader university community that extends well beyond his local impact.*

*Finally, I must comment from my own personal experience on Saleem's superb clinical skills and exemplary professionalism as an intensive care physician. I have witnessed him attend to the most difficult and challenging of cases consistently with excellence, dedication, and above all, selfless compassion.*

Please join me in congratulating Saleem on this important milestone in his professional journey.

Have a great weekend everyone!

Michael

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