



McGill

Department of
Surgery

Demonstrating excellence for promotion

“**Excellence**” = amount of activity and quality of contribution. The committee has to be able to evaluate quality in an objective way. The committee at the university may not understand that we don’t teach courses so we have to show our teaching contributions in other clear ways.

1) Demonstrating an outstanding teaching record

- Participation and contributions, with positive reports (at or above division mean) from peers, students, coordinators, chairs in some or all of the following:
- **Clinical teaching:**
 - Quantity: resident and fellow supervision (ideally with innovation or leadership like new clinic, new feedback approach), CME (course organization, invited talks), giving grand rounds, specialty rounds (eg chairing M+Ms)
 - Quality- evaluations, letters from residents/peers, awards
- **Teaching medical students, residents:**
 - Quantity: lectures, small group sessions, Simulation Centre (number, quality, peer and student evaluations), student research projects, clinical teaching and supervision
 - quality- evaluations, awards, **Osler fellowship**
- **Curriculum development and teaching initiatives:** course or unit coordination, program coordination, CTU directorship, organization of clinical teaching
- **Supervision of graduate students and postgraduate fellows:** MSc or PhD thesis supervision, fellows research, degrees earned, awards to students
- **Teaching in faculty development courses:** invited lectures or mentoring

2) Demonstrating contributions in research

Conduct of independent research and communication to the scholarly community

- **Funding:** salary awards and operating research grants from external agencies/bodies: value, number, caliber of granting institution, renewal
- **Publication:** in peer-reviewed journals as first or senior author, originality, substance, journal standing, with graduate students, collaboration, number of authors
- **Evaluation:** evidence of peer recognition in the field including invitations from national/international institutions to present lectures, organize seminars, symposia, workshops; published abstracts
- **Review** of manuscripts for respected journals
- **Establishment of independent funded research program**
- **Leadership and recognition** by national and international scholarly bodies, membership on editorial boards or ad hoc review for journals, invited publications, editorships
- **Intellectual properties:** patents, inventions

3) Demonstrating contributions in professional and/or clinical innovation

- Innovation that has an influence on the practice of the profession and that is published, publicized or otherwise recognized in a way that makes possible its evaluation by external peers
- **Introduction and/or establishment of novel clinical techniques or programs:** including outcomes assessment, quality improvement, establishment of training programs, recognition, evolution of program
- **Publication:** invited publications like review articles in respected journals, books and book chapters, peer-reviewed journals as first or senior author, videos.
- **Evaluation:** evidence of peer recognition in the field including invitations from national/international institutions to present lectures, hands-on courses, organize seminars, symposia, workshops; published abstracts
- **Leadership and recognition** by national and international scholarly bodies in the field, government agencies, community organizations

- **Review** of manuscripts for respected journals

4) Demonstrating other contributions to scholarly community

- Appropriate and positive contributions to the academic administration of the department or hospital or to the professional and academic activities of the discipline
- **Professional societies:** organization and leadership (eg committees membership or chair, holding office), organization of conferences (local, national, international)
- **Administration:** supervision of personnel or facilities at McGill, Hospital
- **University committees:** Service/contribution on departmental, faculty or university committees; chairing committees
- **Hospital committees and service**
- **Public service:** public education (lecturing, media)
- **Peer-review committees:** supervisory roles and or professional services for granting agencies and professional societies, review grant applications for external or internal sources (ad-hoc or grants panel member)