



Université d'Ottawa - University of Ottawa

Self Evaluation of Faculty Career Paths

Faculty Member: _____
Last Name First Name

Career Path: _____

Date completed: |_| |_| |_|_|_|_|
 day month year



WORKSHEET OF SCHOLARSHIP IN EDUCATION & TEACHING
 (including undergraduate, postgraduate professional development and activities outside the Faculty
 and the University)

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Faculty Member Initials

Select the highest level that describes your activities and give examples

○ Level 1	○ Level 2	○ Level 3	○ Level 4
<ul style="list-style-type: none"> ○ <i>Prepares lectures based on evidence based methods</i> ○ <i>Prepares adequate objectives for lecture</i> ○ <i>Positive impact on learners locally</i> ○ <i>Teaches trainees in area of expertise</i> ○ <i>Seeks feedback regarding teaching skills</i> 	<ul style="list-style-type: none"> ○ <i>Enhances teaching skills through faculty development</i> ○ <i>Establishes and improves effective teaching skills</i> ○ <i>Positive Impact on learners at Faculty level increasing load and complexity of assignments</i> ○ <i>Participates in: Curricular development, evaluation methods, teaching strategies, faculty development</i> ○ <i>Seeks and responds to feed back regarding teaching skills</i> 	<ul style="list-style-type: none"> ○ <i>Acquires new or advanced skills which can be implemented in the Faculty</i> ○ <i>Consistently demonstrates effective teaching skills</i> ○ <i>Positive impact on learners at national level. Recognized as an expert teacher for all levels of learners. Recognition by frequent invitations to teach</i> ○ <i>Recognized at Faculty level for leadership role in: curricular development, evaluation methods, teaching strategies, faculty development, continuing medical education</i> ○ <i>Actively seeks feedback from students and peers. Revises educational programs based on feedback</i> 	<ul style="list-style-type: none"> ○ <i>Develops new methods of teaching that are adopted by others</i> ○ <i>Consistently demonstrates outstanding teaching skills</i> ○ <i>Positive impact on learners at international level. Recognized as an expert teacher for all levels of learners</i> ○ <i>Recognized nationally for leadership and innovation in: curricular development, evaluation methods, teaching strategies, faculty development</i> ○ <i>Actively seeks feedback from students and peers. Uses feedback to develop and implement strategies for ongoing assessment (Continuous Quality Improvement)</i>
<u>List examples:</u>	<u>List examples:</u>	<u>List examples:</u>	<u>List examples:</u>



WORKSHEET OF SCHOLARSHIP IN RESEARCH
 (including basic, clinical, educational and translational research activities)

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Faculty Member Initials

Select the highest level that describes your activities and give examples

○ Level 1	○ Level 2	○ Level 3	○ Level 4
<ul style="list-style-type: none"> ○ <i>Seeks funding from institution or other local granting institution</i> ○ <i>Participates as co-investigator in protocol development &/or implementation</i> ○ <i>Initiates research project</i> ○ <i>Non peer review publication, book chapters, co-author of manuscripts</i> ○ <i>Initiates research plan</i> 	<ul style="list-style-type: none"> ○ <i>Involved in application for extramural grants</i> ○ <i>Involved in the development of detailed research protocols</i> ○ <i>Establishes research focus with multiple studies</i> ○ <i>Presents at national or international meetings. Prepares and submits first authorship publications</i> ○ <i>Supportive of students and trainees pursuing research Participates in peer review of research</i> 	<ul style="list-style-type: none"> ○ <i>Holds competitive grants</i> ○ <i>Develops complex trials that answer important research questions</i> ○ <i>National, emerging international program</i> ○ <i>Invited speaker at national or international meetings Regularly invited contributor to textbooks, journal articles</i> ○ <i>Mentor role for junior researchers established. Regularly invited to review grants and publications</i> 	<ul style="list-style-type: none"> ○ <i>Holds competitive national grants. Develops group grants</i> ○ <i>Develops complex, multi-disciplinary/multicenter trials</i> ○ <i>Internationally recognized research program. Exemplary investigator</i> ○ <i>Organizes international research meetings, symposia Senior corresponding author High impact in field</i> ○ <i>Outstanding mentor for other researchers. Organizes the review and allocation of grant funds. Contributes to editorial input of scientific publications, e.g. editorial boards</i>
<p><u>List examples:</u></p>	<p><u>List examples:</u></p>	<p><u>List examples:</u></p>	<p><u>List examples:</u></p>



WORKSHEET OF SCHOLARSHIP IN CLINICAL CARE



Select the highest level that describes your activities and give examples

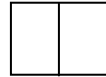
Faculty Members

Initials

○ Level 1	○ Level 2	○ Level 3	○ Level 4
<ul style="list-style-type: none"> ○ <i>Attends rounds, CME to update knowledge</i> ○ <i>Assumes appropriate responsibility for clinical care</i> ○ <i>Brings new clinical techniques</i> ○ <i>Shares knowledge at bedside or in OR</i> ○ <i>Reflects on clinical practise</i> 	<ul style="list-style-type: none"> ○ <i>Enhances teaching skills through faculty development</i> ○ <i>Collaborates in refining care by multi-disciplinary approach</i> ○ <i>Participates in scholarly application of knowledge to practice (Evidence Based Medicine)</i> ○ <i>Shares clinical expertise through local education initiatives</i> ○ <i>Initiates or seeks guidance in evaluation of clinical practice</i> 	<ul style="list-style-type: none"> ○ <i>Acquires new or advanced clinical expertise which has local impact</i> ○ <i>Exemplary clinical skills acknowledged by Faculty peers Recognized as a team leader; facilitates local collaboration Exemplary and well-rounded clinician</i> ○ <i>Applies or develops new clinical techniques or programs Application of evaluative methods to clinical practice with demonstrated impact</i> ○ <i>Recognized by colleagues and students in Faculty for expertise in subject area. Frequent invitations to present work locally Presents work at provincial meetings</i> ○ <i>Critical reviews of clinical practices; demonstrates impact/change in practice patterns</i> 	<ul style="list-style-type: none"> ○ <i>Acquires new or advanced clinical expertise which has a national impact</i> ○ <i>Exemplary and well-rounded clinician. Recognized leader with continuous high standard of patient care Facilitates collaboration at a provincial and national level</i> ○ <i>Leads in application and development of new clinical techniques or programs that are adopted by others Application of evaluative methods to clinical practice with demonstrated impact</i> ○ <i>National or international presence. Publish innovations, case reports and reviews</i> ○ <i>Leadership in the development of clinical standards</i>
<p><u>List examples:</u></p>	<p><u>List examples:</u></p>	<p><u>List examples:</u></p>	<p><u>List examples:</u></p>



WORKSHEET OF SCHOLARSHIP IN ADMINISTRATION



Select the highest level that describes your activities and give examples

Faculty Member Initials

○ Level 1	○ Level 2	○ Level 3	○ Level 4
<ul style="list-style-type: none"> ○ <i>Involved in administration and/or leadership activities locally (Division, Department)</i> ○ <i>Working to develop leadership and/or administrative skills</i> ○ <i>Positive impact at local sphere of influence</i> ○ <i>Assists in initiatives to improve operational efficiencies, resource management in division, cluster, or department</i> ○ <i>Seeks feedback regarding administration and/or leadership skills</i> 	<ul style="list-style-type: none"> ○ <i>Enhance leadership and administration skills through professional development activities</i> ○ <i>Establishes and improves effective leadership and administrative skills</i> ○ <i>Involved in administration and/or leadership at Faculty level or regionally Increasing load and complexity of assignments</i> ○ <i>Recognized regionally for leadership role in: Program development; improving systems, services and operational efficiencies Resource management</i> ○ <i>Seeks and responds to feedback regarding administration and leadership skills</i> 	<ul style="list-style-type: none"> ○ <i>Acquires new or advanced skills which are implemented in a health care facility or the Faculty</i> ○ <i>Consistently demonstrates effective leadership and administrative skills</i> ○ <i>Implements new structures or programs to facilitate clinical, educational or research activities Recognition by frequent invitations to present ideas, contribute to decision making task forces</i> ○ <i>Asked to review and provide opinion/consultation regarding programs at local and provincial level. Present work locally and at provincial level meetings</i> ○ <i>Actively seeks feedback from staff and peers Revises administrative activities based on feedback</i> 	<ul style="list-style-type: none"> ○ <i>Develops new administrative methods that are adopted by others</i> ○ <i>Consistently demonstrates outstanding leadership and administrative skills</i> ○ <i>Positive impact on administrative activities at a national level. Innovates and implements new structures and programs to facilitate clinical, educational and national or international levels</i> ○ <i>Recognized nationally for leadership and innovation in: Program development; improving systems, services and operational efficiencies; resource management. Asked to review and provide opinion/consultation regarding programs at national and international level. Presents work at national and international meetings Publishes innovative ideas related to administration</i> ○ <i>Actively seeks feedback from staff and peers. Uses feedback to develop and implement strategies for ongoing assessment (Continuous Quality Improvement)</i>
<p><u>List examples:</u></p>	<p><u>List examples:</u></p>	<p><u>List examples:</u></p>	<p><u>List examples:</u></p>