

**POSSIBLE BENCHMARKS FOR BASIC SCIENCE DEPARTMENTS AND PHD SCIENTISTS IN CLINICAL DEPARTMENTS (TT)**

**BIOCHEMISTRY**

**ANATOMY AND CELL BIOLOGY**

**BIOMEDICAL ENGINEERING**

**MICROBIOLOGY AND IMMUNOLOGY**

**EPIDEMIOLOGY, BIostatISTICS AND OCCUPATIONAL HEALTH PHARMACOLOGY AND THERAPEUTICS**

**GOODMAN CANCER RESEARCH CENTRE**

**PHYSIOLOGY**

**HUMAN GENETICS**

**Teaching: Quantity**

Number of hours of formal teaching , considering class size

Number graduate students, post-doctoral fellows and number of hours of direct contact with graduate students, post-doctoral fellows

Number of hours of teaching outside McGill

**Teaching: Quality**

Course evaluations, compared to Faculty and Department means

Coordination of course

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

Participates or leads improvements to curriculum or course content

Recipient of a local/national/international teaching award

Supervises a trainee who wins an award

**RESEARCH: Quantity and Quality of publications**

Collaborative peer-reviewed publications

Invited chapters and/or reviews as corresponding author, or co-corresponding author

Number of peer-reviewed journal articles-- authorship order and quality of journals to be considered

Patents(filed or awarded)

**RESEARCH: Grants and Awards**

PI of research contract or other industry grants

Co-investigator on peer-reviewed grants

PI or nominated PI on peer-reviewed operating grants

PI on infrastructure grant

Competitive external salary award

National and International awards

**RESEARCH: Scientific & scholarly activities.**

Participates in internal review of grants

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

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

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 unit, department, or faculty

Editorial Board member of peer-reviewed journal (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

Leads Public Health or Research Policy decision and implementation

Chair or Scientific Officer of external funding agency committee

Keynote speaker at national or international conferences

**ADMINISTRATIVE CONTRIBUTIONS: Department administration**

Participates actively on departmental committees eg Undergraduate Curriculum Committee, Graduate Student Admissions and Advisory Committee, Departmental Seminar Series or Interdepartmental Program Committee

Chairs Department committees

Serves as Program Director of Interdepartmental Program

**ADMINISTRATIVE CONTRIBUTIONS: University administration**

Participates actively on Faculty/University committees (number/hours)

Serves as Pro-Dean of examinations.

Serves as chair of a Faculty/University committees

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 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(member of executive) in a National or International professional organization or in a community service organization eg Health Charity

External policy advisor(eg government)

Standing member of a 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 program/school when needed

Promotes effective collaboration and team-building and meets deadlines

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

Responds to requests for knowledge and skills from colleagues

Responds positively to new responsibilities in teaching and/or administration

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;

Degree of attendance at Departmental meetings , Seminar Series and other Departmental activities

Attends faculty meetings

Committed to the school's mission