

Clinician Scientist Salary Support Program – revised March 20, 2024

DoM Clinician Scientist Salary Support Award Evaluation Rubric

| Criteria | Exceptional (5) | Excellent (4) | Very Strong (3) | Strong (2) | Moderate (1) | Maximum Points |
|--|--|--|---|--|---|----------------|
| Research accomplishments | | | | | | /70 |
| Demonstrated research excellence (as defined by TFOM Senior Promotions guidelines) | Contributions to the field as presented in the application are of the highest quality (<i>Gairdner Award worthy</i>) | Contributions to the field as presented in the application are of high quality | Contributions to the field as presented in the application are above average in quality (<i>worthy of Canada Research Chair</i>) | Contributions to the field as presented in the application are of very good quality | Contributions to the field as presented in the application are of good quality (<i>worthy of continued appointment as a CS in DoM</i>) | 5 |
| Demonstrated impact (OR potential impact) of the research | Ground-breaking /paradigm-shifting research | Highly influential research | Clear & evident research impact | Modest research impact | Impact (potential impact) of the research is unclear | 5 |
| Next steps – research plan | Proposed plan is clearly presented, extremely original & innovative & likely to have impact by leading to ground-breaking advances in the field and/or leading to a technology or policy or guidance that will improve the health or health care of the population | Proposed plan is clearly presented, highly original & innovative & likely to have impact by contributing to ground-breaking advances in the field and/or leading to a technology or policy or guidance that will improve the health or health care of the population | Proposed plan is clearly presented, original and innovative, and is likely to have impact by leading to advancements that will improve the health or health care of the population | Proposed plan is clearly presented, original and innovative, and is likely to have impact on the health or health care of the population | Proposed plan is clearly presented, has original and innovative aspects, and may have impact on the health or health care of the population | 10 |
| Research Supervision, Mentorship & Sponsorship | | | | | | |
| Supervisor statement: approach to & goals of supervision | Clearly defined, highly appropriate, of the highest quality | Clearly defined, highly appropriate, superior quality | Clearly defined & appropriate | Modestly defined or appropriate | Not well-defined or appropriate | 5 |
| Graduate supervision: Includes graduate appointment, contributions to graduate department (committees, teaching, awards, etc.), supervision, co-supervision, thesis committee membership, and other research supervision, e.g., residents, fellows, summer students, MD students, and | Track record of research supervision, especially at the graduate level (based on eligibility), are of the highest quality. If mid- or late career-faculty, demonstrates high quality track record of mentorship | Track record of research supervision, especially at the graduate level, are above average in quality. Track record of mentorship & sponsorship of early career faculty is | Track record of research supervision, especially at the graduate level, are of the good quality. Track record of mentorship & sponsorship of early career faculty is of good quality. | Track record of research supervision, especially at the graduate level, is of reasonable quality. Track record of mentorship & sponsorship of early career faculty is of reasonable quality. | Track record of research supervision, especially at the graduate level is of low quality. Track record of mentorship & sponsorship of early career faculty is unclear or minimal. | 5 |

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| trainee awards & honours, invitations to participate, etc. | & sponsorship of faculty colleagues. | above average in quality. | | | | |
| Recognition for Research Accomplishments | Renowned internationally for their research accomplishments | Internationally recognized for their research accomplishments | Recognized nationally and to a growing extent internationally for their research accomplishments | Recognized nationally, but not yet internationally for their research accomplishments | Growing national and recognition for research accomplishments | 5 |
| Peer-Reviewed Salary Support Awards | Candidate has held consistent peer-reviewed salary support awards, including during graduate training (5 pts) | | Candidate has held at least one peer-reviewed salary support award, including during graduate training | Candidate has applied for one or more peer-reviewed salary awards and ranked highly, but not funded | Candidate has applied for one or more peer-reviewed salary awards, but was not funded | 5 |
| Value of the Funding to Research Career Success <i>How will the award help to propel them forward?</i> | The applicant's research career will be <i>substantially strengthened</i> by additional salary support through this award (10 pts) | The applicant's research career will be <i>strengthened</i> by additional salary support (7 pts) | | The applicant's research career will be <i>minimally strengthened</i> by additional salary support (3) | It is unclear if the applicant's career will be strengthened by additional salary support (0) | 10 |
| Citizenship (administrative service) Includes participation in hospital, divisional & DoM activities, grant review panels, nominations & letters of support, journals peer-review & editorial boards | Always steps up to help, well above expectations | Steps up to help, above expectations | Steps up to help, on par with expectations | Sometimes steps up to help, below expectations | Rarely if ever steps up to help, below expectations | 5 |
| Perceived obstacles to career advancement related to issues of equity or inclusion at structural, environmental and/or personal level | Applicant has had to overcome colossal barriers | | Applicant has had to overcome significant barriers | Applicant has had to overcome moderate barriers | Applicant has had to overcome minor barriers | 10 |
| Research career interruptions , including those that have resulted from the COVID-19 pandemic (<i>max half-page – 5/70 points</i>). | The candidate has clearly described career interruptions which have <i>very seriously affected</i> their research trajectory | The candidate has clearly described career interruptions which have <i>seriously affected</i> their research trajectory | The candidate has clearly described career interruptions which have <i>moderately affected</i> their research trajectory | The candidate has clearly described career interruptions which have <i>somewhat affected</i> their research trajectory | The candidate has clearly described career interruptions which have <i>minimally affected</i> their research trajectory | 5 |
| Summary | | | | | | 70 points |

Rubric Notes:

Research Accomplishments:

- Assessment of research excellence will be guided by the Senior Promotions criteria for *Excellence in Research* (<https://deptmedicine.utoronto.ca/promotion-criteria#Excellence%20in%20Research>)
- Publications & peer-reviewed funding will be contextualized to the applicant's speciality and research focus, taking into consideration any career interruptions, such as parental leave.
- Impact is defined as advances to the fundamental understanding of a health condition, discoveries and contributions to improving diagnosis, prognosis or treatment of a condition, changes in health policy and/or practices, including health care/device/other funding, clinical practice, screening, etc.

Research Supervision, Mentorship & Sponsorship:

- Clinician scientists are expected to hold a *graduate appointment* and contribute to graduate education, including delivery of seminars and courses and MSc and PhD supervision.
- There is variability across the graduate departments in which our faculty sit with respect to eligibility for supervision; this should be taken into consideration in assessing graduate supervision contributions.
- Evidence of timely completion of training, trainee productivity and awards/honours, e.g., podium presentations of their work and research prizes, and fostering the trainees' development of the skills required to launch an independent research career should be apparent.
- Recognition of excellence in supervision & mentorship through awards and honours also relevant.

Peer-Reviewed Salary-Support Awards:

- Clinician scientists are expected to seek out and apply for external salary support awards, wherever possible
- Opportunities for salary support vary by field, research discipline, career stage, etc.
- Faculty members may rank well within a competition, but still not be funded – highly ranked applications should be acknowledged

Value of the Research to the Applicant's Research Career Success:

- This award is specifically for salary support of Clinician Scientists
- Funding will be prioritized to applicants where a) there is a paucity of opportunities for external salary support, including philanthropy, and b) failure to obtain salary support will negatively impact the amount of time protected to conduct research, e.g., by necessitating additional clinical activities

Obstacles to Research Career Success

- From the literature, barriers to research career success include lack of role models, social capital and sponsors for those from traditionally under-represented in medicine (URM)

groups, lack of funding opportunities (grants, salary support), journal identity and impact factor (traditional metrics), lack of philanthropic interest in research topic, and the impact of both unconscious and conscious biases (e.g., allocation of resources and recruitment and selection processes, e.g., for awards). Personal circumstances, e.g., home support, care for dependents, socioeconomic status, disability, gender and URM status, also play a role in research trajectory and outcome. Acknowledgement of these differences is critical.