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- Evidence of good teaching in undergraduate, graduate and/or residency programs, from evaluations/assessments by students, residents, and peers.

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- Consistent academic contribution to clinical education sessions (e.g. grand rounds, mortality rounds, departmental committees, local CPD, etc.).
- Contribution to curriculum development and/or learning resource development (including clinical skills, simulation and small group learning).
- Demonstrates principles of enquiry, critical appraisal and utilization of evidence in clinical decision-making and teaching as indicated in evaluations.
- Demonstrates commitment to creating an inclusive learning environment for residents and peers.

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- Leadership role in education at Queen's, including CPD.
- Leadership role in design and organization of educational programs.
- Active role in implementing and promoting Indigenization, equity, diversity, inclusion, accessibility and anti-racism (I-EDIAA) in educational programs as indicated in evaluations.
- Recognition as a very good role model/mentor for students/residents.

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- Successful initiator of research/scholarly work.

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- Established national or emerging

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- Applicant, co-investigator and/or co-applicant on applications for internal or external grants/clinical trials (which may include medical education, quality, traditional CIHR pillars).
- Active collaboration in research projects
- Invited presentations at meetings (local or regional).
- Author and/or co-author of manuscripts submitted for peer-reviewed publication.
- Poster or podium presentation and publication of scholarly abstracts
- Supervision of undergraduate student, medical student and/or resident research
- Invited as an expert journal or grant reviewer.
- Conceptual understanding of the importance of I-EDIAA in research.

	<ul style="list-style-type: none"><li>• Leader in application of clinical evaluative methods to activities of division/department.</li><li>• Participation in initiatives, collaborations and/or partnerships that support and promote the integration of I-EDIAA in research.</li><li>• Engagement in topic based I-EDIAA research.</li></ul>	<ul style="list-style-type: none"><li>• Leadership role in the development of national clinical standards.</li><li>• Editor in Chief/Deputy Editor of peer-reviewed journal.</li><li>• Leadership role in research committees at national/ international levels.</li><li>• Invited plenary presentations at meetings (national/international).</li><li>• Development and/or leadership of initiatives, collaborations and/or partnerships that support and promote the integration of I-EDIAA in research.</li><li>• Leadership role in integrating I-EDIAA research concepts and/or engaging in sustained exceptional topic based I-EDIAA research.</li></ul>
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- Demonstrates good Professional and/or Administrative Service including evidence of consistent positive contribution to departmental activities.

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- Active member f f e fb b v b bvfb mc bmefe vfb <

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