



RECOGNITION OF CLINICAL, ADJUNCT AND RESEARCH FACULTY

A. General Issues Concerning Recognition of Clinical, Adjunct and Research Faculty

1. Increasing time and economic pressure on clinical, adjunct and research faculty members has led to altered levels of scholarly contribution
2. Financial compensation is not possible in the existing environment
3. Recognition must be meaningful to recipients
4. The extent of this recognition is for faculty who do not have significant personal funding for academic activities

B. Awards

Awards are to be available annually for one clinical, adjunct or research faculty member in each of the categories of undergraduate medical education, postgraduate clinical education, continuing medical education, graduate science education, and long term education contributions to the Faculty. Two research awards are also available – for clinical research and for basic science research. The Guenter award for contributions in international health is also available. There is no obligation to make awards in the absence of suitable candidates.

C. Implementation

1. Provision of Information for Deans and Department Heads
Administration will be provided with an enhanced view of the activities of non-GFT faculty members
2. Mechanism to Acknowledge High Achievers
 - a. Presentation at a Departmental function of a framed certificate
 - b. Faculty Awards dinner for all award winners (GFT, Clinical)
 - c. Faculty Bulletin announcement which includes names of all nominees
 - d. Consideration of "Wall of Fame" in Mall area
3. Selection process
 - a. Winners are selected at the time of the clinical/adjunct/research Faculty Promotions Committee (FPC) meeting in January each year
 - b. Departments are invited to bring forward a maximum of one (1) candidate for each of the areas of undergraduate medical education, postgraduate clinical education, continuing medical education, graduate science, clinical research, basic science research, and long term education contributions to the Faculty.
 - c. Nominations will be made by the Department Head prior to the FPC meeting by providing the Dean's office with a letter of nomination which includes the candidate's name, the proposed award category, and the basis for the nomination, together with the candidate's updated curriculum vitae in the Faculty's standardized format.
 - d. The information provided by the Department Head describes only the previous year's performance, except in the case of a nominee for an award for long term education contributions to the Faculty.
 - e. When FPC is considering nominees for the continuing medical education award category, direct Faculty CME service will be given greatest weighting. Contributions to national CME will be given less weight; CME contributions for which faculty members received payments from outside sources will be given the least weight.
 - f. The successful candidates are elected by a voting system identical to that used for full-time faculty Distinguished Achievement Awards.