






FHS - NEW FACULTY ORIENTATION

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October 2018

Presentation overview

	Introduction	<ul style="list-style-type: none">• Faculty Relations• McMaster• FHS
	Full Time Academic Appointments	<ul style="list-style-type: none">• Ranks• Reviews• Expectations
	Part Time Academic Appointments	<ul style="list-style-type: none">• Ranks• Reviews• Expectations

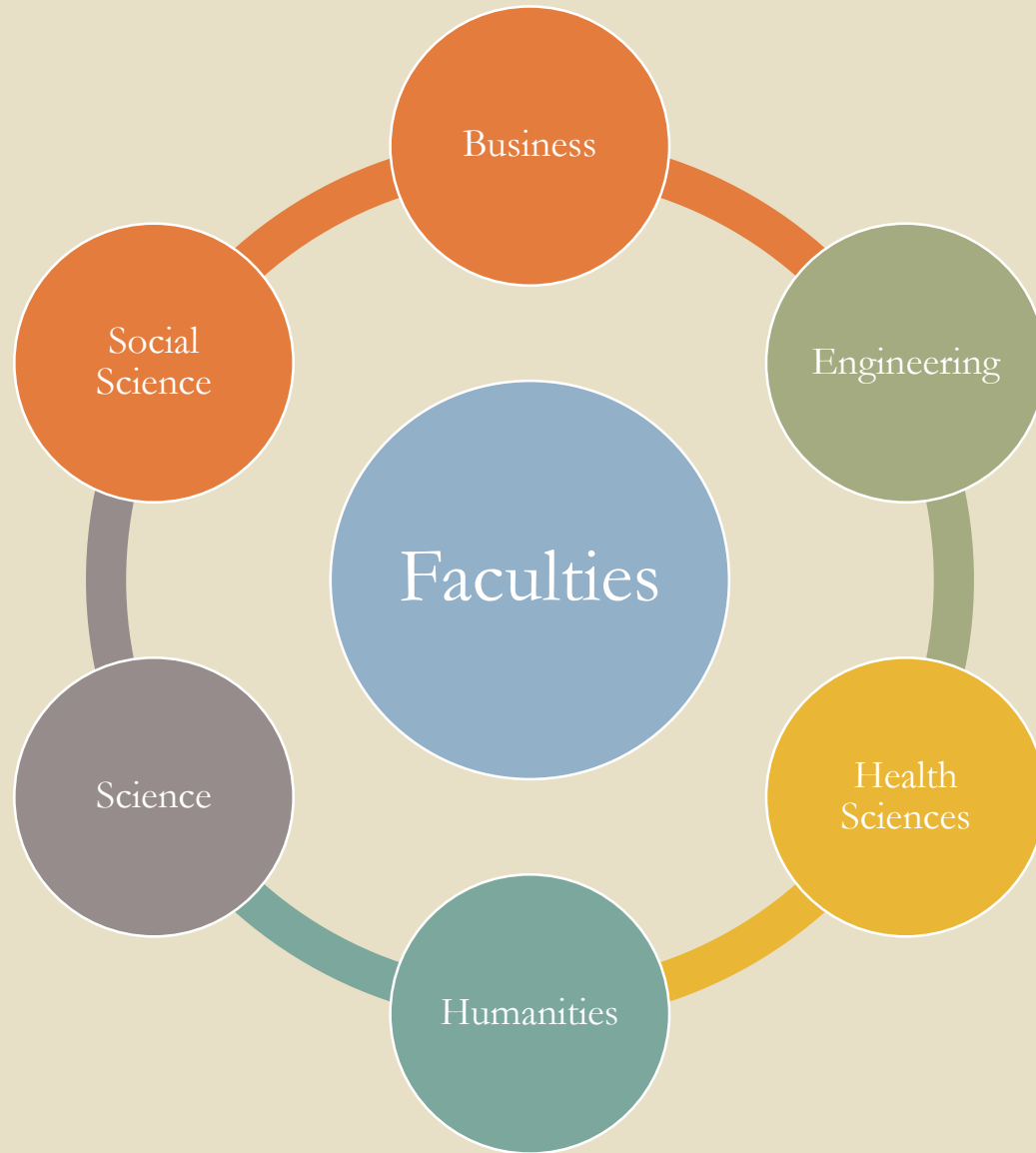
FHS Faculty Relations

Information, policies
and resources related to
academic appointments

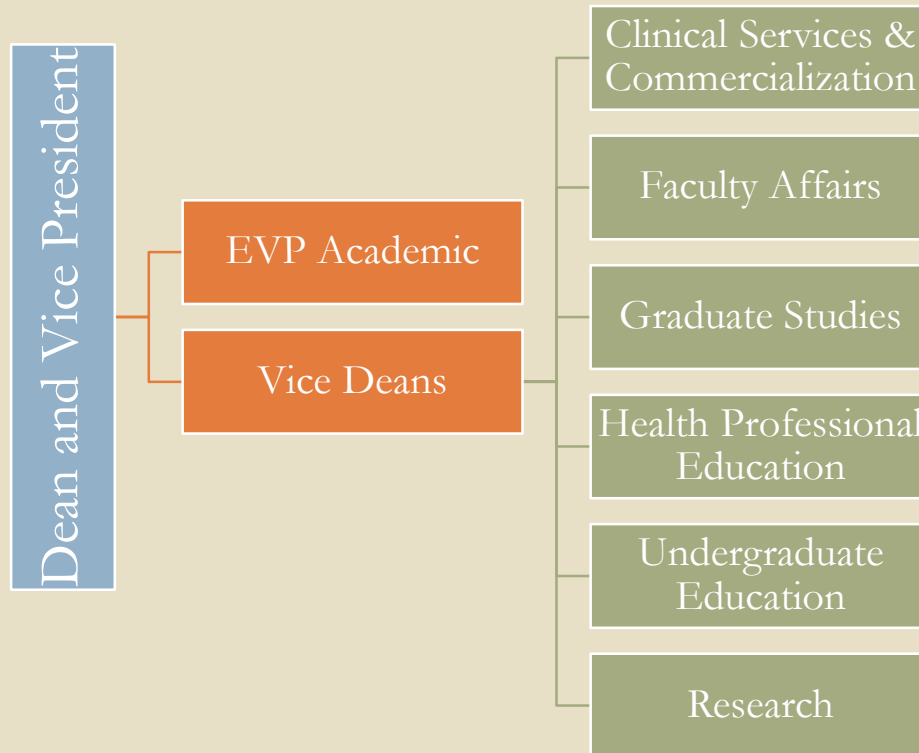
Assistance with
MacID/Barcodes for
access to university
systems, tuition bursary,
etc.

Links to licensing and
immigration resources

Links to Department
contacts for
appointments



Simplified FHS Academic Org Chart



FHS Schools

MGD School of Medicine

- Dean – P. O’Byrne
- Departments

School of Nursing

- Vice Dean
- S. Carroll

School of Rehabilitation Science

- Vice Dean (Acting)
- S. Hanna

MGD - Departments

Anesthesia

- J. Paul

Biochemistry

- B. Coombes

Family Medicine

- D. Price

HE&I

- H. Schunemann

Medicine

- M. Crowther

Obs & Gyn

- N. Leyland

Oncology

- J. Sussman

Pathology

- M. Potter

Pediatrics

- S. Findley *acting*

Psychiatry

- N. Kates

Radiology

- D. Koff

Surgery

- S. Reid

Appointment Types

Visiting

Part Time (including Adjunct)

Contractually Limited

Special - CAWAR

Tenure track - Tenure

Teaching Track - Permanence

Part Time - Clinical

Assistant
Clinical
Professor
(adjunct)

Clinical
Lecturer

Assistant
Clinical
Professor

Associate
Clinical
Professor

Clinical
Professor

Part Time - Non Clinical

Lecturer
(adjunct)

Lecturer
(Part
Time)

Assistant
Professor
(Part
Time)

Associate
Professor
(Part
Time)

Professor
(Part
Time)

Part time recruitment process

Recruitment



```
graph TD; A[Recruitment] --> B[Academic contributions agreed upon]; B --> C[Department requests academic appointment]; C --> D[Official appointment letter];
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The diagram illustrates a four-step process for part-time recruitment. It begins with 'Recruitment' in a teal bar, followed by 'Academic contributions agreed upon' in a yellow bar, then 'Department requests academic appointment' in a green bar, and finally 'Official appointment letter' in an orange bar. Each step is connected to the next by a downward-pointing arrow.

Academic contributions agreed upon

Department requests academic appointment

Official appointment letter

Expectations of part time faculty

Contribute to education/research

As agreed on application/renewal forms

Receive adequate evaluations from students



Maintain an academic CV

In McMaster format



Track academic contributions

Education Database

Academic Portfolios

Renewal Process - Part Time

Forms sent to
PT Faculty for
completion

Returned forms
undergo review

- DEC
- Dept T&P
Committee
- School Council
Approval

Dean's Letter

Promotion process – Part Time

Dossier Preparation/Submission

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graph TD; A[Dossier Preparation/Submission] --> B[Dept T&P Committee Review]; B --> C[Faculty T&P Review]; C --> D[Dean's Letter Issued];
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Dept T&P Committee Review

Faculty T&P Review

Dean's Letter Issued

Full time recruitment process

Recruitment

Preliminary
offer
accepted

Department
requests
academic
appointment

- Licensing
- Immigration

Official
appointment
letter

Full Time Ranks

Lecturer

Assistant
Professor

Associate
Professor

Professor

Full time faculty expectations

Contribute to education/research/clinical/admin

- As agreed during annual review process and formalized on mutually agreed responsibilities/R4 form

Maintain an academic CV

- Must follow McMaster specific guidelines
- Use MacFacts electronic CV database

Portfolios

- Education
- Clinical Scholarly Activities (if applicable)

Candidate's Statement

- Summary of all activities used for formal academic reviews
- Based on information in portfolios

Full time - Review streams

Clinician Educator

Research Educator

Educator

teaching track only

Full time - Review Process

Annual Review

- Department only
- Result: Chair's letter outlining discussion, CP/M values

Formal academic review (Extension/Promotion)

- Department/Faculty/University
- Result: President's letter confirming outcome

CPSO – Licenses

Independent License

No restrictions

Pathway Eligible

requires supervision but not a full time academic appointment.

Academic license

CPSO allows for foreign trained individuals to have an academic license provided the following criteria are met:

- Full time academic appointment confirmed annually by the University
- Work Permit/Permanent Resident status
- Contingent upon obtaining the rank of Associate Professor within 7 years

After 5 years, individuals on the above license can apply for a practice assessment. Successful completion removes the requirement to maintain a full time appointment.

Immigration

Work permit – up to 3 years. Depends on:

- Labour Market Impact Assessment (LMIA)
- NAFTA
- Canada Research Chair

Permanent Residency

- Apply after ~ 1 yr
- Normally <1 yr process
- Expected to be substantially completed by end of yr 3