

**McMaster University
Faculty of Health Sciences**

Clinician Educator

“...there will be cases where, as the result of special conditions attaching to the initial appointment to the teaching staff, the candidate’s involvement in scholarship may be minimal and effective performance in the health care delivery system serves at the second major criterion for the awarding of tenure and/or promotion.” (McMaster University Revised Policy and Regulations with Respect to Appointment, Tenure and Promotion (2007) Appendix A)

Evaluation Criteria

☞ *Effective Teaching* – A necessary but not sufficient condition for the awarding of tenure and/or promotion in the Faculty of Health Sciences is effective participation in, and contribution to, the education programs of the Faculty and the candidate’s teaching shall be assessed in the appropriate context(s).

Scholarly Achievement – The candidate has established a promising program of scholarly work at McMaster which is evidenced by the integration and application of knowledge in the clinical setting as well as dissemination of best clinical practices.

☞ *University Responsibilities* – It is expected that as a University citizen each faculty member will assist at some level(s) in the committee work of the University and perform such assignments diligently and effectively.

The meritorious performance of these duties shall not substitute for either effective teaching or scholarly achievement in the consideration for re-appointment, tenure and/or promotion; however, unsatisfactory performance in the discharging of these duties may be an important factor in the delaying or denial of tenure and/or promotion.

The same considerations shall apply for service related to the role of the University in the community, to international activities, and to professional service associated with a candidate’s discipline.