

# UTDRO Evening Journal Club

## The Academic Appointments and Promotion

February 8<sup>th</sup>, 2018

*Sunnybrook Estates*

Panel:

Fei-Fei Liu, Shun Wong, Catherine Coolens, Rebecca Wong,  
Patrick Cheung, David Hodgson, Gerard Morton



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UNIVERSITY OF TORONTO

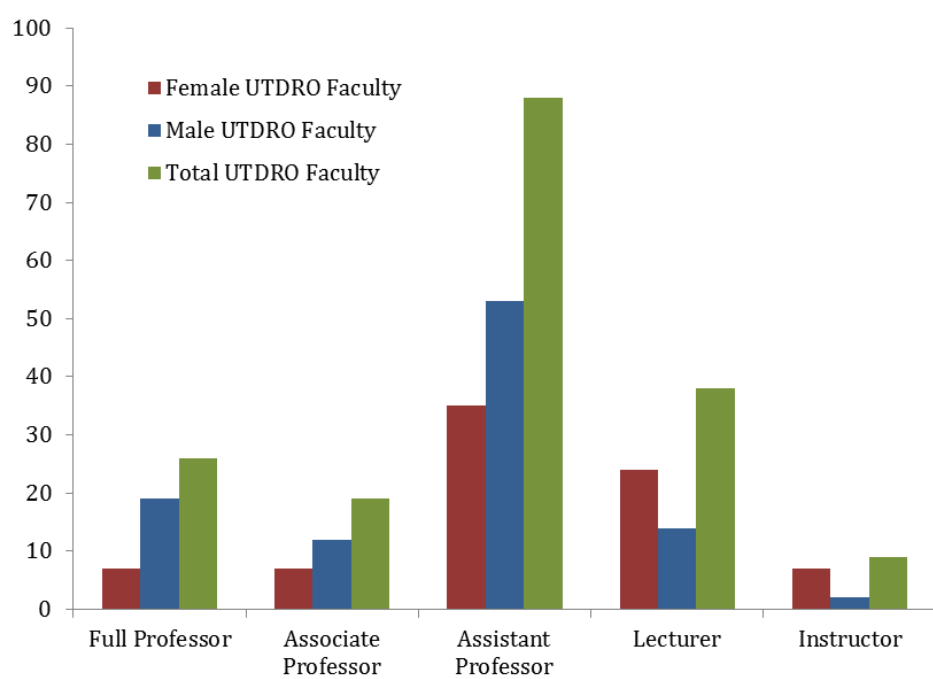
# Agenda:

6:00	Reception
6:30	Eric Leung & Jennifer Croke: Call for Dinner
6:30	Fei-Fei Liu: Welcome and Panel Introduction
6:45 - 7:10	Fei-Fei Liu & Shun Wong: Academic Promotions/Appointments/3-Year Reviews
7:10 - 7:20	Rebecca Wong & Gerard Morton: Teaching Effectiveness
7:20 - 7:40	David Hodgson: Inside The Decanal Promotions Committee
7:40 - 8:00	Patrick Cheung & Catherine Coolens: Practical Tips
8:00 - 8:20	Questions
8:20 - 8:30	Rebecca Wong: Final Remarks

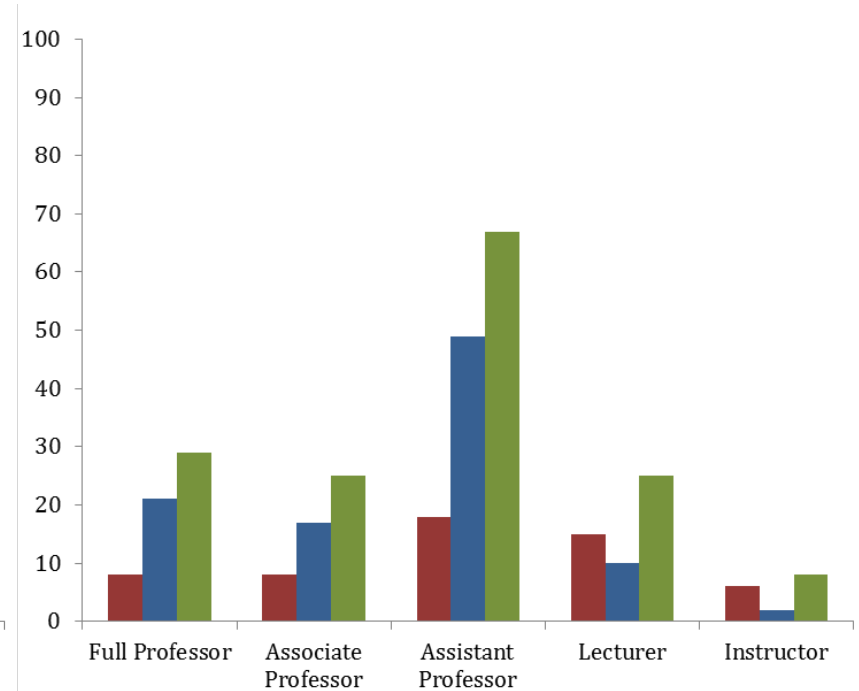


# 2018 vs. 2012: UTDR0 Faculty 15% increase in Faculty Size

2018



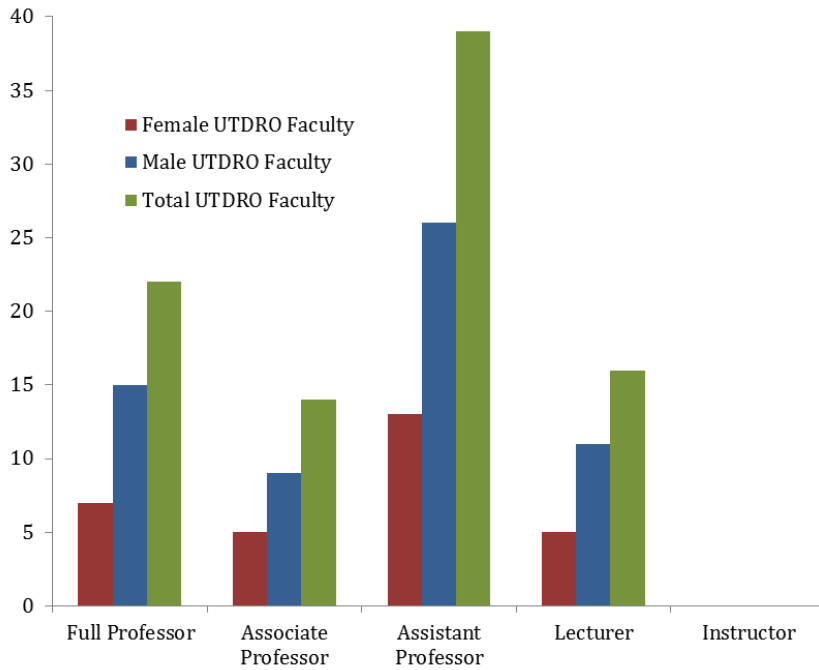
2012



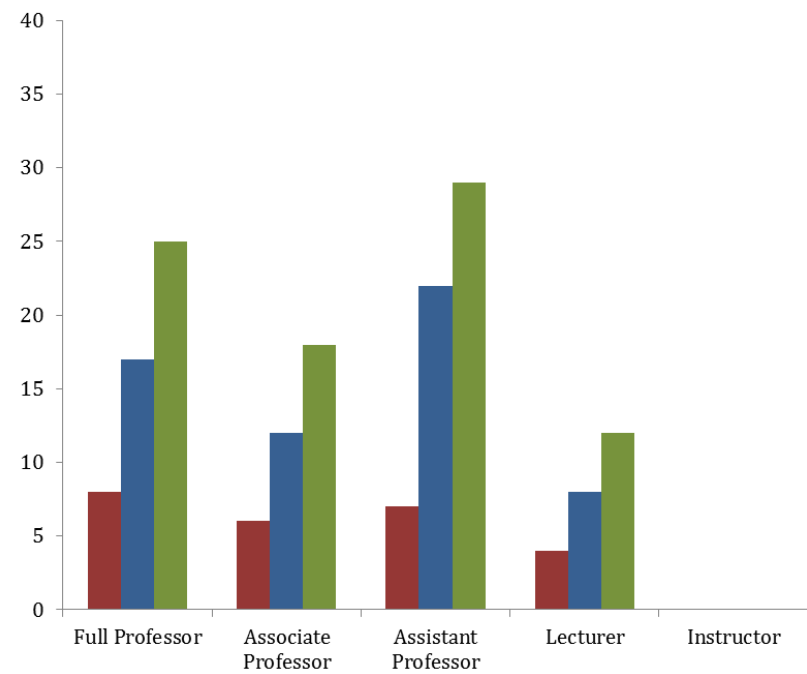
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# 2018 vs. 2012: UTDRO Faculty Radiation Oncologists

2018



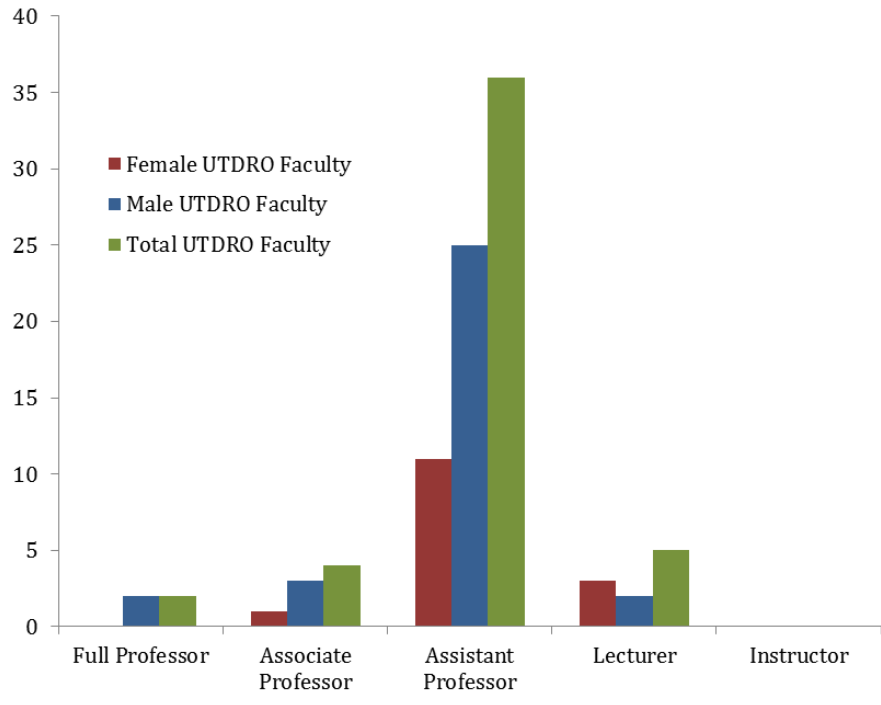
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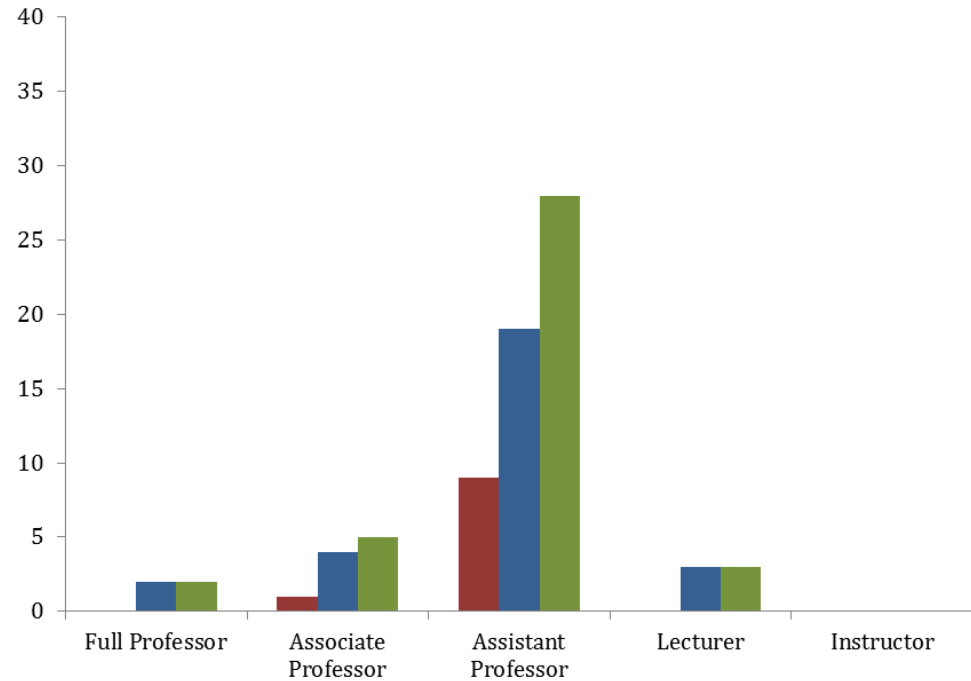
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# 2018 vs. 2012: UTDRO Faculty Medical Physicists

2018



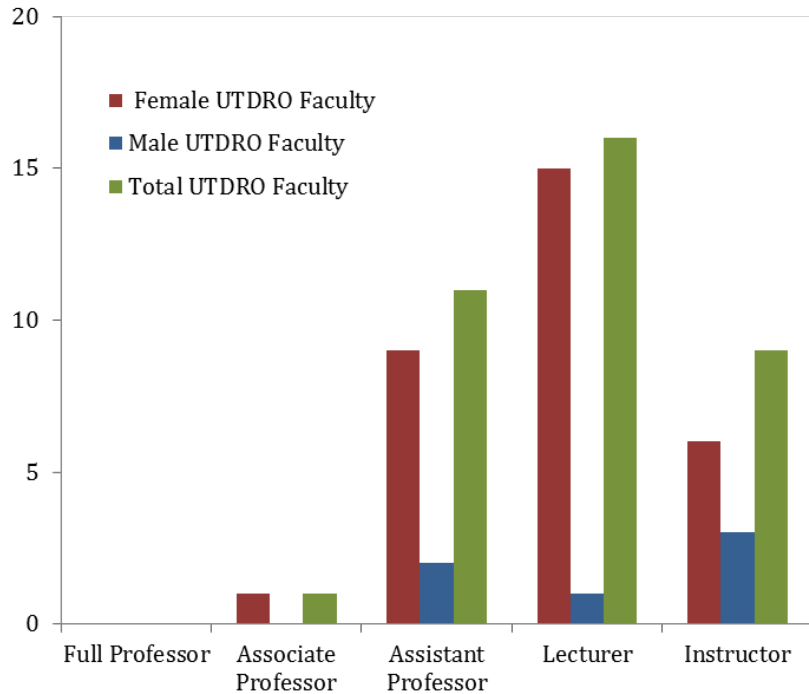
2012



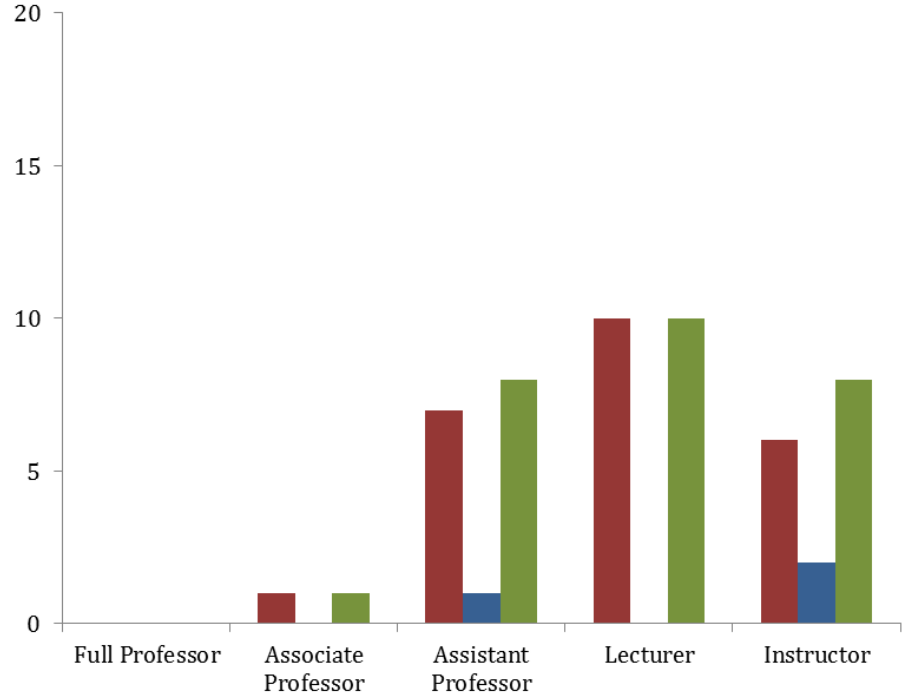
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# 2018 vs. 2012: UTDRO Faculty Radiation Therapists

2018



2012



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# UTDRO Promotions: 2012 to 2017

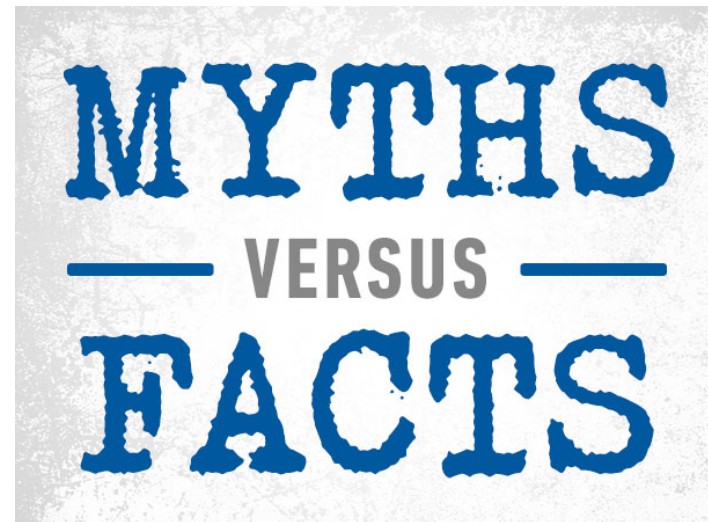
Rank	Medical Physics/Other (5)	Radiation Oncology (10)
<b>Associate Professor</b>	<ul style="list-style-type: none"> <li>• David Wiljer (2012)</li> <li>• Jean-Pierre Bissonnette (2012)</li> <li>• Geordie Pang (2015)</li> <li>• Tom Purdie (2016)</li> <li>• Catherine Coolens (2017)</li> </ul>	<ul style="list-style-type: none"> <li>• Arjun Sahgal (2012)</li> <li>• Ewa Szumacher (2013)</li> <li>• Patrick Cheung (2014)</li> <li>• May Tsao (2014)</li> <li>• John Kim (2015)</li> <li>• John Waldron (2015)</li> <li>• Alex Sun (2016)</li> </ul>
<b>Full Professor</b>		<ul style="list-style-type: none"> <li>• Jolie Ringash (2013)</li> <li>• Andrew Loblaw (2014)</li> <li>• Dave Hodgson (2015)</li> <li>• Arjun Sahgal (2017)</li> </ul>



**APPOINTMENTS**

**3-YEAR REVIEW**

**PROMOTION**





# Appointments

- Clinical Appointments
  - Radiation Oncologists: for MDs licensed to practice medicine in Ontario, who hold a medical staff appointment in a Hospital or other clinical site affiliated with the University
  - *Policy and Procedures:*  
<http://medicine.utoronto.ca/faculty-staff/clinical-affairs>
- Status Appointments
  - Medical Physicists and Radiation Therapists
  - University of Toronto *Policy and Procedures on Academic Appointments:*  
<http://www.governingcouncil.utoronto.ca/policies/phoct302003i.htm>

# Appointments

- Initial appointment at the rank of Instructor/Lecturer
  - not subject to review by the Faculty Appointments Advisory Committee (FAAC)

# Clinical Appointment

- Initial Appointment at rank of assistant professor
  - requires the successful completion of a recognized **graduate program** or an advanced training experience deemed to be equivalent to a Master's level program (one to two years of **fellowship** training)
  - at least one or two published (or accepted) first authored peer-reviewed publications in **well regarded journals in their field** at the time of request for appointment, excluding case reports, editorials, letters to editor, book reviews
  - *At least 5 peer-reviewed publications, with 3 as first author in well regarded journals (UTDRO criterion)*

# Status Appointment

- **Initial Appointment at rank of assistant professor**
  - Reviewed by FAAC
  - requires the successful completion of a **doctoral program**  
**AND** evidence of scholarly productivity:
    - **post-doctoral fellowship,**
    - **first authored peer-reviewed publications in well regarded journals**

*At least 5 peer-reviewed publications, with 3 as first author in well regarded journals (UTDRO criterion)*

# “Promotion” from Lecturer to Assistant Professor

- Appointment from lecturer to assistant professor is **NOT** a promotion. It is a new appointment.
- Criteria
- Process:
  - Does not go through Departmental Promotion Committee and Decanal Promotion Committee.
  - Application reviewed by Departmental Appointment Committee (advisory to Chair)
  - Chair submitted recommendation to Dean for approval
  - Reviewed by Faculty Appointments Advisory Committee (FAAC)
  - Approved by the Dean

# Clinical Appointments

- Initial appointment is for 3-5 years.
- Following a successful performance review, faculty member is given a continuing annual appointment which can only be terminated for cause.
- Appointments governed by University-Hospital affiliation agreement, MDs at a fully affiliated hospital must have a U of T appointment:

For Rad Onc at UHN or Sunnybrook,  
no U of T appointment = no hospital appointment

## Performance review (3-year Review)

- During year 4 of clinical appointment
- Process: paper and in-person review  
<http://www.radonc.utoronto.ca/three-year-review>
- Feedback from candidates
  - Provides opportunity for reflection on career and academic goals
  - Helpful recommendations regarding academic success, pathways for academic promotion, clinical and academic focus



# (Senior) Promotion

- Promotion from Assistant Professor to Associate Professor
- Promotion from Associate Professor to Full Professor

<http://www.radonc.utoronto.ca/promotions-information-application>





# Academic Promotion Timeline

- Mar: Membership of DPC established
- May: Review of CV of all Assistant & Associate Prof
- Jul: 1<sup>st</sup> Review of Promotion Dossiers by DPC
- Sep: 2<sup>nd</sup> Review of Promotion Dossiers by DPC, names of referees
- Nov: Review of Teaching Dossier by Teaching Effectiveness Committee (TEC)
- Nov/Dec: Final Review of Promotion Dossiers including referee letters, TEC letter
- Early Jan (deadline): Submission of materials to Decanal Promotion Committee

# Do's #1

- Update CV

# Do's #2

Read the Manual on Academic Promotion

[www.facmed.utoronto.ca/staff/appointment.htm](http://www.facmed.utoronto.ca/staff/appointment.htm)



Human Resources Office  
Faculty of Medicine, University of Toronto  
Room 2306, Medical Sciences Building  
1 King's College Circle  
Toronto, Ontario M5S 1A8  
Phone: 416-978-2529 Fax: 416-978-6746  
Website: <http://medicine.utoronto.ca/>



## Manual for Academic Promotion to Associate and Full Professor

July 2017

*NOTE: This manual is not intended to be used for:*

- the process of applying for tenure at the University of Toronto
- the process of applying for continuing status, teaching stream
- appointments to the Faculty of Medicine
- transfer of rank on appointment from another academic institution
- promotion of clinical(MD) faculty from Lecturer to Assistant Professor

# Criteria for Academic Promotion

- Excellence in Research, CPA or Teaching and Education
- Need to be excellent in one domain only. For excellence in Research and CPA, need to demonstrate effectiveness in Teaching and Education
- Contributions must be related or relevant to the candidate's appointment and profession.
- Promotion to Associate Professor: evidence for national reputation
- Promotion to Professor: evidence for international reputation

# CPA Criteria for Academic Promotion

- CPA:
  - 1. Professional innovation & creative excellence
  - 2. Contributions to development of professional practice
  - 3. Exemplary professional practice
- Excellence in one of these categories
- Criteria:
  - 1. Creative excellence
  - 2. Documented
  - 3. Impact established

# Do's #3

- Speak to

- Department Chiefs

- UTDRO Chair

- DPC Chair

- Chair of Teaching Effective Com

- Previous candidates who were successfully promoted



# Do's #4

- Start **WORKING** on your CPA and teaching dossier
- Go through CV, CPA and teaching dossier of recently successful candidates.



# Acknowledgements

## Panel:

Fei-Fei Liu, Shun Wong, Catherine Coolens, Rebecca Wong, Patrick Cheung, David Hodgson, Gerard Morton

## Co-Chairs:

Eric Leung, Jennifer Croke

## Organizers:

UTDRO Staff

## Sponsors:

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