

	Nil Salary Appointments in the Professorial Stream: criteria for the academic pillars Appointees must have assigned duties in all domains with increasing expectations for academic contributions and leadership at higher ranks. A minimum of 20% of assigned duties must be in the academic domains of teaching, scholarship and service.			
Domain	Lecturer	Assistant Professor	Associate Professor	Full Professor
Teaching 5-15%	*participate in teaching activities *provide clinical instruction, preceptorship, or supervision of learners in practice settings *facilitate small-group learning, skills training, simulations, or case discussions *provide appropriate learning opportunities within the clinical environment *serve as a positive role model for learners *contribute to learner assessment and feedback	*participate in undergraduate and postgraduate medical education *provide clinical teaching in ambulatory, inpatient, laboratory, or simulation settings *supervise medical students, residents, fellows, or graduate trainees *deliver lectures, seminars, case discussions, or skills-based teaching sessions *participate in learner assessment and provide feedback *contribute to learner assessment and feedback	*participate in undergraduate and postgraduate medical education *demonstrate sustained excellence in teaching *provide mentorship *participate in educational initiatives, courses, rotations, or curriculum development *supervise medical students, residents, fellows, or graduate trainees *contribute to learner assessment and feedback *contribute to faculty development activities *contribute to or lead educational programs, innovations or strategic initiatives	*participate in undergraduate and postgraduate medical education *demonstrate sustained excellence and leadership in teaching *contribute to learner assessment and feedback *contribute to faculty development activities *contribute to or lead educational programs, innovations, or strategic initiatives *mentor trainees and junior faculty members *contribute to educational activities at regional or national levels

Research/Scholarship 5-15%	*participate in scholarly activities where appropriate *support research, quality improvement, or educational projects *engage in continuing development and evidence-informed practice *scholarly productivity is encouraged and required for promotion to subsequent rank	*participate in research, quality improvement, educational scholarship, or knowledge translation activities *collaborate on research projects and scholarly publications *present scholarly work locally or regionally *support trainee scholarly activities	*demonstrate a record of scholarly activity *publish in peer-reviewed venues or produce other recognized scholarly outputs *contribute to development of clinical programs, standards, or guidelines *participate in quality and patient safety initiatives *supervise trainee research projects	*demonstrate a sustained record of scholarly activity *lead research, educational scholarship, or knowledge translation initiatives *publish in peer-reviewed venues or produce other recognized scholarly outputs *participate in quality and patient safety initiatives *contribute to development of clinical programs, standards, or guidelines *supervise research trainees
Academic Service 5-15%	*participate in academic activities that support the department, college, faculty or affiliated institutions *attend faculty development and departmental meetings as appropriate *contribute to recruitment, outreach, or learner-related activities	*participate in departmental, college, faculty, university or hospital committees *contribute to accreditation, curriculum review, admissions, or learner selection activities *engage in professional organizations relevant to discipline *journal review or participation on scientific committees	*serve on departmental, college, faculty, university, hospital, or professional organization committees *contribute to strategic planning, accreditation, or program evaluation *influence clinical practice beyond immediate institution through guideline development, policy work, or leadership roles *journal review or participation on scientific committees	*provide leadership at departmental, college, faculty, or university levels, in the health system, or in professional organizations. *contribute to institutional strategy and academic policy development *influence clinical practice beyond immediate institution through guideline development, policy work, or leadership roles *journal review or participation on scientific committees
Clinical 50-80%	*Perform clinical duties consistent with health system expectations and requirements *Nil salary appointments terms must not exceed the term of clinical health system appointments			