Teaching, Research/Scholarship and Service Domains: Evidence of academic contributions exemplars
These examples are not exclusive and are provided as a guide to presentation of evidence in support of a tenure or promotion application. Applicants may provide additional evidence of academic contribution that has not been included in these examples, but is relevant to their applications.

Teaching	Research/Scholarship	Service
Evidence of teaching performance and strategies to improve teaching at all relevant levels and types of learners based on assignments: undergraduate, graduate, postgraduate, and professional development.	*Evidence of research/scholarship performance and strategies for growth as relevant within the domains of discovery, education, integration and/or application (Boyer EL, 1990)*	*Evidence of service within the department, college, faculty or university, or to external professional organizations, government agencies, the healthcare system or the community*

Evidence of effective teaching:
- Demonstrate use of student evaluation as evidence to improve teaching performance
- Demonstrate use of peer-evaluation as evidence to improve teaching performance
- Demonstrate self-reflective learning on effectiveness of teaching strategies as evidence to improve teaching performance
- Effective academic supervision, including as student advisor, mentor, or liaison, including advisory role on thesis and examination committees
- Supervision of student projects, including research projects, undergraduate, graduate and post-graduate
- Representative examples of relevant course materials
- Creation, administration and evaluation of examinations of any format/type including clinical and oral examinations
- Evidence of innovative courses, course delivery, or creation of new courses
- Evidence of performance as coordinator or director of a course, block or program

Discovery domain
Publications: including articles, communications, pre-prints, monographs, memoirs or special papers, review articles, conference/symposia/workshop proceedings, posters and abstracts, government publications, and reports

Creation, curation or sharing of datasets

Evidence of application for peer-reviewed research funding and success in obtaining research funding appropriate for the discipline as PI (or nominated PI); as Co-P; as Co-Applicant; as Collaborator; or in another role (please describe)

Collaborative team research or project with a defined role or contribution

Evidence of continuing professional development relevant to the research/scholarly skills and capabilities

Delivery of invited scholarly talks at/as:
- Major addresses (keynote) to one's peers at the university, other institutions, or national and international conferences

College/Faculty/University
Contributions to, or leadership roles in, committees, task forces, workshops, or other administrative and organizational roles within the department, college, faculty or university

Contribution to, or leadership of, *ad hoc* committees created for a specific purpose

Contributions to, or leadership of, major university initiatives in planning or organization

Leadership roles in department, college, faculty, or university level academic or administrative units

Awards or other recognition for service to the university, a professional organization or agency, or outreach to the community

Service external to the university:
Contributions to service at local, national or international professional organizations related to the role of the individual at the university

Participation as a resource person on local and/or provincial committees, boards, etc.

Sharing knowledge and skills with colleagues: contributions to faculty development. Production of video, audio or on-line materials that are used in education, knowledge translation, and/or communication

Training students and research personnel in traditional knowledge or Indigenous ways of knowing including cultural practices

Exposure of trainees to diverse research (including interdisciplinary research) environments through conferences, collaborations, partnerships and exchange opportunities

Exposure of trainees to non-academic work environments through collaborations, partnerships or work-integrated learning with private, public or the non-profit sector

Awards for teaching, education and/or mentorship at any level from any source including the university, professional or external bodies

Presentations and workshops on teaching methodologies at local or national meetings

Evidence of effective pedagogy development

Teaching in the clinical context

- Supervision of learners in a clinical setting

- Fieldwork supervision and development of new clinical placements and/or ancillary evaluation mechanisms

- Demonstrated impact of teaching through changes in practice or outcomes of student learning

- Peer-reviewed invited presentations at professional meetings and conferences; podium or poster presentations
- Visiting professorships, invited lectures and scholarly presentations
- Other venues, peer-reviewed or acknowledging your program of research expertise

Recognition or awards for excellence in research or scholarly activity, internal or external to the university

A record of strong academic performance by graduate students and other research trainees, including research and scholarship awards

Creation, direction, facilitation and/or strengthening of partnerships or collaborations in the research community, or with other communities, through research networks, large collaborative projects or community-engaged research

Creation of organizations that promote research or the use of research results

Education domain
Involvement in scholarship concerning the creation of learning materials and/or pedagogical theories

Position and policy papers and reports, including new curriculum documents and innovative teaching materials circulated external to the university

Innovations in teaching practices and evaluation methodologies that are communicated external to the university or adopted into practice in other schools or faculties
Contributions to new or expanded national educational programs or initiatives; assessment, accreditation or examination by national bodies

Participation on committees that influence professional practice on a local, provincial or national level.

Peer-review and editorial activities for journal and other publications

Peer-review and review panel activities for funding agencies and external awards committees

Leadership or participation in external accreditation of educational programs

Leadership role, and/or elected office in, national or international professional associations or organizations on the basis of academic and/or professional expertise

Consultations to external local, provincial, national or international organizations or government on the basis of academic and/or professional expertise

Creating or facilitating communities of practice with clinicians in the community.

Voluntary community service that leverages academic and professional expertise, such as membership on scientific or advisory committees, or journal editorships

Clinical Service (for health professionals providing clinical service)
Engagement in clinical service that is appropriate under assigned duties and supports the teaching, research, and outreach mandates of the College, Faculty, or University

- Delivery or supervision of clinical teaching rounds, journal club presentations, grand rounds, seminars, or faculty development

- Developing and conducting educational in-service

- Teaching focused on quality improvement and patient safety in healthcare

Teaching in the continuing professional development and community context

- contributions to continuing professional development, including program design, delivery, evaluation and/or accreditation

- teaching skills that lead to demonstrated improvement in student success or student acquisition of knowledge and skills

- contributions to public/community education and knowledge dissemination on the basis of expertise

Contributions to EDI in the context of teaching

Development and delivery of curriculum, service-learning opportunities or other educational programs that focus on topics such as: social determinants of health; Health and health care disparities; social justice; optimizing care for marginalized patients and populations

Contributing to and/or leading EDI-focused student recruitment or pipeline programs

Mentorship of learners from under-represented groups in the health professions.

Creating and/or promoting learning environments that are inclusive

Integration domain

Development and documentation of a database or model for evidence-based practice

Contributions to policies, guidelines, regulations, laws, standards and/or practice. editorial activities on the basis of scholarly expertise

Publication of expert reviews, or systematic reviews

Interdisciplinary research or program development in health policy, public health, population health or epidemiology

Invitations to participate and contribute to workshops relevant to the profession, professional training programs or professional practice specialty

Support for traditional knowledge or Indigenous ways of knowing, including cultural practices

Contributions to integrated knowledge translation,

Application domain

Leadership of, or key contributions to, research teams conducting multicenter trials

Communications (written, oral or electronic) with demonstrated impact on the university, discipline, government, industry and/or the public sector

Evidence of research impact as demonstrated by changes to public practice or policy, and/or uptake of evidence by external stakeholders

Development of research tools or instruments for use by researchers and others in the public domain

Invention of equipment or medical device

Contributions outside of usual assigned duties in consideration of extraordinary situations or health care system needs

Innovation in healthcare delivery

Contributions to, and leadership in, administration of healthcare delivery that improves quality and safety, including quality assurance for health care systems

Participation or leadership in accreditation evaluations and quality assurance for health care systems

Leadership role in community agencies or government committees on the basis of professional expertise in health provision

Peer recognition as a clinical expert in a discipline or specialty

Awards or other recognition for clinical service and/or leadership at the local, provincial or national level

Consultation to external practitioners, organizations or governments in an advisory capacity on the basis of professional expertise

Contributions to EDI in the context of service

Activities that inform public policy, confront racism, promote diversity and inclusion with the university or community

Contributions to EDI-focused university or healthcare system committees/working groups

	Intellectual property: including patents, copyrights	Forming academic-community partnerships with a focus on marginalized populations through healthcare, education and advocacy
	Reports on standards of practice or clinical practice guidelines published in peer-reviewed journals or other media	
	Invitations to consult or advise for national or international research-funding agencies	
	Secondment to national or international health care, research, educational, governmental, or non-governmental agencies in recognition of unique academic or professional expertise	
	Contributions to EDI in the context of scholarship	
	Scholarship focused on EDI and/or social justice	
	Incorporation of an EDI perspective and principles in research/scholarship programs	

Examples that cross academic domains

- Building relationships between the university and indigenous partners and/or communities
- Outreach to and engagement with students, youth or members of the general public, including through in-person or online targeted activities or capacity building
- Formal or informal mentoring of HQP, colleagues, collaborators, relevant partners, other professionals or community members
- Providing advice, counsel and support related to learning and career guidance, including networking, developing proposals and applications, effective collaborations and navigating interpersonal conflicts
- Dissemination of research results and knowledge translation to non-academic audiences (e.g., traditional media, social media or public lectures)
- Recognized contributions to external collaborations that organized or implemented innovations in local, regional, national or international directions of a discipline, profession, program, agency or body, the activities of which are recognized to have impact on the university or the faculty
- Demonstrated leadership in program development, implementation or evaluation
- Demonstrated ability to carry out impactful or innovative programs that are outside "traditional" knowledge areas of teaching, research/scholarship or scholarly activity, and service.
- Invitations for contribution to programs or program development of an academic nature including those for knowledge translation, research or public or community awareness, or institutional advancement.
- Innovative methods for improving the quality of academic, educational, administrative or research programs
- Innovative methods for improving the quality of clinical and professional activity