



Call for Nominations – 2025
Appel de candidatures pour l'année 2025

PREPARING A FELLOWSHIP NOMINATION

Process & Responsibilities

Three letters of nomination are required. CAHS will consider applications where none of the nominators are CAHS Fellows.

In addition to providing a letter of nomination that introduces the nominee and co-nominators, the primary nominator accepts responsibility to co-ordinate the entire application.

Letters should describe the nature and duration of the professional relationship(s) with the nominee and must address in specific paragraphs the first five (5) characteristics of recognition, leadership, creativity, distinct competencies, and commitment to advance the health sciences.



Letters of Nomination should:

- describe the nature and duration of the professional relationship(s) with the nominee and must address in specific paragraphs the first five (5) characteristics of recognition, leadership, creativity, distinct competencies, and commitment to advance the health sciences;
 - The **primary nominator** should describe how the nominee positively contributes to inclusivity, diversity, equity and accessibility through their teaching, research, scholarship, and service roles.
 - **Co-nominators** also may address the above if they have knowledge of the nominee's contributions.
 - You may wish to review the following links, as a framework of how you might describe and value a nominee's IDEA related activities and outcomes:
 - [NSERC guide on integrating equity, diversity and inclusion considerations in research](#)
 - [Research Excellence at CIHR](#)
 - [The San Francisco Declaration on Research Assessment \(DORA\)](#)
- be based on personal knowledge of the work of the nominee;
- expand on statements made in the CV, but not restate them as presented by the nominee.

Letters should not include specific paragraphs for any of the six (6) characteristics where a nominator cannot provide personal knowledge of the contributions a nominee has made to that characteristic.

NO MORE THAN 3 LETTERS OF NOMINATION WILL BE ACCEPTED. Each letter must not be longer than 3 pages.



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CVs

CVs should clearly support and show evidence of the six (6) characteristics of recognition, leadership, creativity, distinct competencies, and commitment to advance the health sciences and evidence of contributions to advance IDEA in Canada.

There is no page limit for submitted CVs, but please be mindful to reviewers. A summarized CV, or one page summary of your CV, that shows how specific entries relate to the six (6) characteristics would be welcome.



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2025 RUBRIC

An assessment rubric has been developed to enhance transparency, impartiality, and fairness of the review process. This rubric provides guidance regarding Academy expectations regarding the six characteristics of potential Fellows.

Nominators are encouraged to carefully review this rubric and present clear and concise evidence aligned with the identified characteristics, in a manner that allows reviewers to best understand the accomplishments and potential future contributions of the nominated individual to the Academy.

[Click here to download the 2025 Rubric.](#)



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2025 RUBRIC

| Characteristics of Fellow | Exceptional by international comparison and beyond the discipline itself | Outstanding by international/national comparison and beyond/within the discipline itself | Excellent by national comparison within the discipline itself |
|---|---|--|--|
| <u>Recognition</u> | <ul style="list-style-type: none"> - International recognition by academic/scientific/scholarly peers (if relevant to discipline) - National recognition by media, public, policy makers - International uptake of innovations/scholarship (if relevant to discipline) - Exceptionally wide public status/credibility of awards, nominators | <ul style="list-style-type: none"> - National recognition by academic/scientific/scholarly peers - National recognition by media, public, policy makers - National uptake of innovations/scholarship - Prestigious credibility and status of awards and nominators | <ul style="list-style-type: none"> - Local/disciplinary recognition by peers - Local/disciplinary recognition by media, public, policy makers - Local/disciplinary uptake of innovations/scholarship - Well-respected and disciplinary-focused status of awards and nominators |
| <u>Leadership and Potential for Civic Contribution/Engagement</u> | <ul style="list-style-type: none"> - Leadership in impactful public-focused groups - Appointments/elections into national/international public-focused groups - Leadership in international scientific/academic societies with strong public outlook | <ul style="list-style-type: none"> - Leadership in impactful national/international scientific/academic societies - Appointment/elections into national/international scientific/academic societies - Evidence of translation of scientific/academic innovation into practice | <ul style="list-style-type: none"> - Leadership in provincial/institutional scientific/academic groups - Appointments to provincial groups - Influence on institutional, disciplinary, provincial groups |



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|--|--|---|---|
| <p><u>Creativity and Productivity (as compared to national and international peers in the specific candidate's field/discipline)</u></p> | <ul style="list-style-type: none"> - Top 2% in terms of productivity/volume of grants/publications - Top 2% of quality of journals/scholarly venues in the discipline - Top 2% in terms of impact within discipline/field <li style="text-align: center;">And/or - Significant public impact beyond discipline/field - Significant impact on society or community through alternative methods of influence beyond publications/grants/research | <ul style="list-style-type: none"> - Top 5% in terms of productivity/volume of grants/publications - Top 5% of quality of journals/scholarly venues in the discipline - Top 5% in terms of impact within discipline/field <li style="text-align: center;">And/or - Some meaningful public impact beyond discipline/field - Meaningful impact on society or community through alternative methods of influence beyond publications/grants/research | <ul style="list-style-type: none"> - Top 10% in terms of productivity/volume of grants/publications - Top 10% of quality journals/scholarly venues in the discipline - Top 10% in terms of impact within discipline/field <li style="text-align: center;">And/or - Meaningful impact within discipline/field - Some impact on society or community through alternative methods of influence beyond publications/grants research |
| <p><u>Distinctive Competencies</u></p> | <ul style="list-style-type: none"> - Internationally acknowledged unique skill set or knowledge base with demonstrated applicability to deliver improvement of health care/health systems/population health outcomes at the global level | <ul style="list-style-type: none"> - Nationally acknowledged unique skill set or knowledge base with demonstrated applicability to deliver improvement of health care/health systems/population health outcomes at the national level | <ul style="list-style-type: none"> - Disciplinary-wide acknowledgement of unique skills set/knowledge base with significant potential to deliver improvement of health care/health systems/population health outcomes |
| <p><u>Demonstrated Commitment to advancement of health sciences and public health outcomes</u></p> | <ul style="list-style-type: none"> - Interprofessional, interdisciplinary, and multi-sectoral leadership to support advancement and improvement within and beyond the discipline | <ul style="list-style-type: none"> - Interprofessional, interdisciplinary, and multi-sectoral participation/contributions to support advancement and improvement within and beyond the discipline | <ul style="list-style-type: none"> - Interprofessional, interdisciplinary and multisectoral leadership and/or participation to support advancement and improvement within the discipline |
| <p><u>Evidence of contributions to advance inclusivity, diversity, equity, and accessibility in Canada</u></p> | <ul style="list-style-type: none"> - Evidence of meaningful impacts and outcomes within and beyond the discipline in supporting commitments to inclusivity, diversity, equity, and accessibility (e.g. leading policy change within an institution) | <ul style="list-style-type: none"> - Evidence of results of activities and efforts related to inclusivity, diversity, equity and accessibility (e.g. demographics of graduate students trained) | <ul style="list-style-type: none"> - Evidence of activities and efforts focused on supporting inclusivity, diversity, equity, and accessibility (e.g. attending or completing IDEA training sessions) |



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2025 TIMEFRAME

- Online 'how-to' Meetings for Nominators:
 - January 27 – 12-1 pm ET (French) [Click here to register.](#)
 - January 28 – 1-2 pm ET (English) [Click here to join.](#)
- Nomination deadline: March 10, 2025
 - Note – Electronic submission only to: kbimm@cahs-acss.ca
- Review of dossiers: between March 13 – April 11
- Recommendations to Board: May 5, 2025
- Emails to all candidates to be sent out by early July 2025
- New Fellow Induction Ceremony: September 2025



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COVENANT TO SERVE

Election to the Academy is considered one of the highest honours for members of the Canadian health sciences community.

Election embodies a covenant to serve the Academy and the future well being of the health sciences irrespective of the Fellow's specific discipline.



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REQUIREMENTS & ELIGIBILITY

WHO ARE CAHS FELLOWS?

Fellows elected to the Academy will be health and biomedical science leaders who have achieved local, provincial, national and international peer **recognition** for their contributions to the health sciences (awards, invited lectures, invited reviews and editorials) and have a demonstrated track record of exceptional **accomplishment and impact**.

Individuals working in government, NGO or private sectors are eligible if they have a stellar record of accomplishment in the public interest that attests to their ability to advance the mission and goals of CAHS.



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DEMONSTRATED CHARACTERISTICS OF A FELLOW

Recognition: Local, provincial, national and international peer recognition for their contributions to the health sciences (awards, invited lectures, invited reviews and editorials);

Leadership and Potential for Civic Contribution/Engagement : evidenced by elected or appointed roles and offices in their own institution and in regional, national and international organizations;

Creativity and Productivity: exceptional scholarship, publications, innovative technologies, patents and other examples of creativity;

Distinctive competencies: the Academy recognizes people with diverse backgrounds, expertise and experiences that will contribute to the body of expertise of the CAHS; and

Demonstrated Commitment to advancement of health sciences and public health outcomes : academic service and innovation at local, national and international levels, including teaching and public service.

Evidence of contributions to advance inclusivity, diversity, equity, and accessibility in Canada: within and across disciplines, and in particular leadership in this area.

The Academy is committed to inclusivity, diversity, equity, and accessibility during its selection process.



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ELIGIBILITY

Individuals are elected to the organization after a thorough nominating and peer review procedure. Successful candidates are able to demonstrate:

- A track record of exceptional accomplishment and impact and
- Sustained performance at a national and international level

The review places considerable emphasis on internationally recognized leadership and contributions that have meaningfully advanced the academic health sciences, health care, health policy or related impacts. Individuals working in government, NGO or private sectors are eligible if they have a stellar record of accomplishment in the public interest that attests to their ability to advance the mission and goals of CAHS.

At the time of election, Fellows working in a university will normally hold the rank of Full Professor and those working in other non-academic sectors will normally have senior positions.

At the time of election, Fellows must be either Canadian citizens or residents of Canada for the past 3 years, unless exceptional circumstances prompt the Board to rule otherwise.



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THE RE-APPLICATION PROCESS

A large number of outstanding candidates are nominated each year. It is inevitable that some are not elected in the first year.

- Nominations are active for **one year** after the first submission and updates to the original nomination package are accepted through this period.
- If an applicant is unsuccessful on two occasions, they will need to wait two years to re-apply.

What constitutes an update? Well, it may be the replacement of one piece of the original submission or the entire nomination package.

To be accepted as a carry forward nomination, we must receive written intent to join the process for 2025.



WHAT COMPRISES A COMPLETE NOMINATION?

1. DATA SHEET on nominee, citation and key words, succinct summary of nominee's overall accomplishments and contributions.
2. LETTERS OF NOMINATION from three (3) nominators (including the primary nominator which appears first). Each letter must not be longer than 3 pages.
3. PERSONAL STATEMENT from the nominee on the commitment s/he is willing to make to advance academic health sciences, as well as a personal statement from the nominee describing their contributions to advancing inclusivity, diversity, equity, and accessibility in Canada. A note for the guidance of the nominee in this regard is included in this nomination package and should be provided to the nominee by the first nominator.
4. CURRICULUM VITAE of the nominee that clearly identifies trainees as authors of papers by means of an asterisk on the trainee's name.



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CITATION & DETAILED APPRAISAL

The 100-word citation will highlight accomplishments and contributions of the nominee in the third person. The language used should be suitable for ceremonies, lay communications and media releases. If a nominee is elected, the citation is printed in the program for the Induction Ceremony and is posted on the Academy's website.

In a 500-word appraisal the primary nominator will summarize the nominee's established, internationally recognized leadership and impact that has meaningfully advanced the academic health sciences. **This is in addition** to the primary nominator's personal nomination letter.



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THE REVIEW PROCESS

FELLOWSHIP COMMITTEE & RESPONSIBILITIES

All Reviewers are Academy Fellows.

Reviewers are selected to ensure balanced representation from different professions, disciplines, scholarly backgrounds.

In addition, Reviewers represent different regions of Canada, and with attentiveness to Canada's rich and growing diversity.

Nominations are welcomed and reviewed in either of Canada's official languages.



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REVIEWER ASSIGNMENT

Each nomination is assigned to an interdisciplinary and interprofessional committee of 6-7 members, all of whom are current Fellows from different regions of Canada and with diverse scholarly orientations.

We make every attempt to assign at least 1 of the reviewers in the same discipline as the nominee. In some cases, this is not possible, and so please make sure your nomination submission can be read and understood by all, not just subject-matter specialists.

Conflict of interest guidelines are used to ensure objective and impartial assessment by reviewers with no significant connections to the nominated individual.



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RATING OF CANDIDATES: THE ASSESSMENT RUBRIC

FRAMEWORK:

Recognition: Local, provincial, national and international peer recognition for their contributions to the health sciences (awards, invited lectures, invited reviews and editorials);

Leadership and Potential for Civic Contribution/Engagement : evidenced by elected or appointed roles and offices in their own institution and in regional, national and international organizations;

Creativity and Productivity: exceptional scholarship, publications, innovative technologies, patents and other examples of creativity;

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Evidence of contributions to advance inclusivity, diversity, equity, and accessibility in Canada: within and across disciplines, and in particular leadership in this area.

Nominators are advised to carefully review the Rubric and present clear and concise evidence aligned with the expectations of the Academy, along these 6 assessment criteria.



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FINAL APPROVAL

The CAHS Board makes the final decision for election as a Fellow, based on the Assessment of the Review Committees.

If an applicant is unsuccessful on two occasions, they will need to wait two years to re-apply.