



Canadian Academy of Health Sciences  
Académie canadienne des sciences de la santé

### Academic Pathways Rubric

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

<u>Creativity and Productivity (as compared to national and international peers in the specific candidate's field/discipline)</u>	<ul style="list-style-type: none"> <li>- Top 2% in terms of productivity/volume of grants/publications</li> <li>- Top 2% of quality of journals/scholarly venues in the discipline</li> <li>- Top 2% in terms of impact within discipline/field</li> </ul> <p style="text-align: center;">And/or</p> <ul style="list-style-type: none"> <li>- Significant public impact beyond discipline/field</li> <li>- Significant impact on society or community through alternative methods of influence beyond publications/grants/research</li> </ul>	<ul style="list-style-type: none"> <li>- Top 5% in terms of productivity/volume of grants/publications</li> <li>- Top 5% of quality of journals/scholarly venues in the discipline</li> <li>- Top 5% in terms of impact within discipline/field</li> </ul> <p style="text-align: center;">And/or</p> <ul style="list-style-type: none"> <li>- Some meaningful public impact beyond discipline/field</li> <li>- Meaningful impact on society or community through alternative methods of influence beyond publications/grants/research</li> </ul>	<ul style="list-style-type: none"> <li>- Top 10% in terms of productivity/volume of grants/publications</li> <li>- Top 10% of quality journals/scholarly venues in the discipline</li> <li>- Top 10% in terms of impact within discipline/field</li> </ul> <p style="text-align: center;">And/or</p> <ul style="list-style-type: none"> <li>- Meaningful impact within discipline/field</li> <li>- Some impact on society or community through alternative methods of influence beyond publications/grants research</li> </ul>
<u>Distinctive Competencies</u>	<ul style="list-style-type: none"> <li>- 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</li> </ul>	<ul style="list-style-type: none"> <li>- 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</li> </ul>	<ul style="list-style-type: none"> <li>- Disciplinary-wide acknowledgement of unique skills set/knowledge base with significant potential to deliver improvement of health care/health systems/population health outcomes</li> </ul>
<u>Demonstrated Commitment to advancement of health sciences and public health outcomes</u>	<ul style="list-style-type: none"> <li>- Interprofessional, interdisciplinary, and multi-sectoral leadership to support advancement and improvement within and beyond the discipline</li> <li>- Leading interprofessional, multi-sectoral collaborations for global health improvement</li> </ul>	<ul style="list-style-type: none"> <li>- Interprofessional, interdisciplinary, and multi-sectoral participation/contributions to support advancement and improvement within and beyond the discipline</li> </ul>	<ul style="list-style-type: none"> <li>- Interprofessional, interdisciplinary and multisectoral leadership and/or participation to support advancement and improvement within the discipline</li> </ul>

<u>Evidence of contributions to advance inclusivity, diversity, equity, and accessibility in Canada</u>	- 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)	- Evidence of results of activities and efforts related to inclusivity, diversity, equity and accessibility (e.g. demographics of graduate students trained)	- 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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