



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

Academic Pathways Rubric

	Exceptional by international comparison and beyond the discipline itself	Outstanding by national comparison within and beyond 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)- International and 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 international/national/ 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

<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"> - 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 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 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 And/or - Meaningful impact within discipline/field - Some impact on society or community through alternative methods of influence beyond publications/grants research
<u>Distinctive Competencies</u>	<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
<u>Demonstrated Commitment to advancement of health sciences and public health outcomes</u>	<ul style="list-style-type: none"> - Interprofessional, interdisciplinary, and multi-sectoral leadership to support advancement and improvement within and beyond the discipline - Leading interprofessional, multi-sectoral collaborations for global health improvement 	<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

<u>Evidence of contributions to advance inclusivity, diversity, equity, and accessibility in Canada</u>	<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)
---	--	--	--