



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

Non-Academic Pathway Rubric

Characteristics of Fellow	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 health care leaders, policy makers, or global organizations (WHO, UN, etc.) - International uptake of health care innovations, models, or policies - Exceptionally wide public credibility (e.g., global awards, high-profile appointments) - Prestigious global awards or appointments 	<ul style="list-style-type: none"> - National recognition by health care leaders, policy makers, or major health organizations - National uptake of health care innovations or policies - Prestigious national awards or appointments 	<ul style="list-style-type: none"> - Local/provincial recognition by health care peers and policy makers - Local uptake of innovations or care models - Well-respected status within health care community - Prestigious local awards or appointments
<u>Leadership and Potential for Civic Contribution/Engagement</u>	<ul style="list-style-type: none"> - Leadership in impactful global health initiatives or organizations - Appointments/elections into international health policy or advisory boards - Driving systemic change in health care delivery at global scale 	<ul style="list-style-type: none"> - Leadership in national health care organizations or reform initiatives - Appointment/election to national health policy boards or commissions - Evidence of translating innovation into national practice 	<ul style="list-style-type: none"> - Leadership in provincial health organizations or institutional committees - Influence on local health policy or institutional practices

<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 measurable health system improvements (e.g., population health outcomes, cost-effectiveness) - Significant public health impact beyond local/national boundaries - Innovations adopted internationally (e.g., care models, digital health solutions) 	<ul style="list-style-type: none"> - Top 5% in measurable improvements in health care delivery or outcomes nationally - Meaningful public health impact beyond local systems and/or - Meaningful public impact beyond discipline/field 	<ul style="list-style-type: none"> - Top 10% in measurable improvements within local health systems - Some impact on society or community health through alternative methods of influence and beyond organizational boundaries - Meaningful impact within discipline/field
<u>Distinctive Competencies</u>	<ul style="list-style-type: none"> - Globally acknowledged unique expertise in health systems transformation or population health - 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 - Recognized unique skills with potential to improve national health outcomes 	<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 - Recognized unique skills with potential to improve local 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 - Participation in interprofessional initiatives within local health systems
<u>Evidence of contributions to advance inclusivity, diversity, equity, and accessibility</u>	<ul style="list-style-type: none"> - Evidence of activities supporting IDEA principles at an international level (e.g., training, local programs, innovation, advocacy) that shows impact in Canada - Evidence of measurable and meaningful outcomes (e.g., improved care access for marginalized populations at global level) 	<ul style="list-style-type: none"> - Evidence of activities supporting IDEA principles at national level (e.g., training, local programs, innovation, advocacy) - Evidence of measurable and meaningful outcomes (e.g., improved care access for marginalized populations at national level) 	<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) - Evidence of activities supporting IDEA principles (e.g., training, local programs, innovation, advocacy) - Evidence of measurable and meaningful outcomes (e.g., improved care access for marginalized populations at local and/or provincial level)