UTDRO Evening Journal Club
The Academic Appointments and Promotion

February 8th, 2018

Sunnybrook Estates

Panel:
Fei-Fei Liu, Shun Wong, Catherine Coolens, Rebecca Wong,
Patrick Cheung, David Hodgson, Gerard Morton
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:00</td>
<td>Reception</td>
</tr>
<tr>
<td>6:30</td>
<td>Eric Leung &amp; Jennifer Croke: Call for Dinner</td>
</tr>
<tr>
<td>6:30</td>
<td>Fei-Fei Liu: Welcome and Panel Introduction</td>
</tr>
<tr>
<td>6:45 - 7:10</td>
<td>Fei-Fei Liu &amp; Shun Wong: Academic Promotions/Appointments/3-Year Reviews</td>
</tr>
<tr>
<td>7:10 - 7:20</td>
<td>Rebecca Wong &amp; Gerard Morton: Teaching Effectiveness</td>
</tr>
<tr>
<td>7:20 - 7:40</td>
<td>David Hodgson: Inside The Decanal Promotions Committee</td>
</tr>
<tr>
<td>7:40 - 8:00</td>
<td>Patrick Cheung &amp; Catherine Coolens: Practical Tips</td>
</tr>
<tr>
<td>8:00 - 8:20</td>
<td>Questions</td>
</tr>
<tr>
<td>8:20 - 8:30</td>
<td>Rebecca Wong: Final Remarks</td>
</tr>
</tbody>
</table>
2018 vs. 2012: UTDRO Faculty
15% increase in Faculty Size
2018 vs. 2012: UTDRO Faculty Radiation Oncologists

2018

2012

[Bar charts showing the distribution of faculty members by rank and gender for 2018 and 2012.]
2018 vs. 2012: UTDRO Faculty Medical Physicists

2018

- Full Professor
- Associate Professor
- Assistant Professor
- Lecturer
- Instructor

2012

- Full Professor
- Associate Professor
- Assistant Professor
- Lecturer
- Instructor

Legend:
- Female UTDRO Faculty
- Male UTDRO Faculty
- Total UTDRO Faculty
2018 vs. 2012: UTDRO Faculty Radiation Therapists

2018

2012

Full Professor | Associate Professor | Assistant Professor | Lecturer | Instructor
---|---|---|---|---
Female UTDRO Faculty | Male UTDRO Faculty | Total UTDRO Faculty

Radiation Oncology
UNIVERSITY OF TORONTO
### UTDRO Promotions: 2012 to 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Medical Physics/Other (5)</th>
<th>Radiation Oncology (10)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Professor</td>
<td>• David Wiljer (2012)</td>
<td>• Arjun Sahgal (2012)</td>
</tr>
<tr>
<td></td>
<td>• Jean-Pierre Bissonnette (2012)</td>
<td>• Ewa Szumacher (2013)</td>
</tr>
<tr>
<td></td>
<td>• Tom Purdie (2016)</td>
<td>• May Tsao (2014)</td>
</tr>
<tr>
<td></td>
<td>• Catherine Coolens (2017)</td>
<td>• John Kim (2015)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• John Waldron (2015)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Alex Sun (2016)</td>
</tr>
<tr>
<td>Full Professor</td>
<td></td>
<td>• Jolie Ringash (2013)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Andrew Loblaw (2014)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Dave Hodgson (2015)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Arjun Sahgal (2017)</td>
</tr>
</tbody>
</table>
APPOINTMENTS
3-YEAR REVIEW
PROMOTION

MYTHS
VERSUS
FACTS
Appointments

• Clinical Appointments
  – Radiation Oncologists: for MDs licensed to practice medicine in Ontario, who hold a medical staff appointment in a Hospital or other clinical site affiliated with the University
  – Policy and Procedures: http://medicine.utoronto.ca/faculty-staff/clinical-affairs

• Status Appointments
  – Medical Physicists and Radiation Therapists
    – University of Toronto Policy and Procedures on Academic Appointments: http://www.governingcouncil.utoronto.ca/policies/phoct302003i.htm
Appointments

- Initial appointment at the rank of Instructor/Lecturer
  - not subject to review by the Faculty Appointments Advisory Committee (FAAC)
Clinical Appointment

• Initial Appointment at rank of assistant professor
  – requires the successful completion of a recognized graduate program or an advanced training experience deemed to be equivalent to a Master’s level program (one to two years of fellowship training)
  – at least one or two published (or accepted) first authored peer-reviewed publications in well regarded journals in their field at the time of request for appointment, excluding case reports, editorials, letters to editor, book reviews

  – At least 5 peer-reviewed publications, with 3 as first author in well regarded journals (UTDRO criterion)
Status Appointment

• Initial Appointment at rank of assistant professor
  • Reviewed by FAAC
  • requires the successful completion of a doctoral program
  AND evidence of scholarly productivity:
    • post-doctoral fellowship,
    • first authored peer-reviewed publications in well regarded journals

At least 5 peer-reviewed publications, with 3 as first author in well regarded journals (UTDRO criterion)
“Promotion” from Lecturer to Assistant Professor

• Appointment from lecturer to assistant professor is NOT a promotion. It is a new appointment.

• Criteria

• Process:
  – Does not go through Departmental Promotion Committee and Decanal Promotion Committee.
  – Application reviewed by Departmental Appointment Committee (advisory to Chair)
  – Chair submitted recommendation to Dean for approval
  – Reviewed by Faculty Appointments Advisory Committee (FAAC)
  – Approved by the Dean
Clinical Appointments

- Initial appointment is for 3-5 years.
- Following a successful performance review, faculty member is given a continuing annual appointment which can only be terminated for cause.
- Appointments governed by University-Hospital affiliation agreement, MDs at a fully affiliated hospital must have a U of T appointment:
  - For Rad Onc at UHN or Sunnybrook,
    - no U of T appointment = no hospital appointment
Performance review (3-year Review)

• During year 4 of clinical appointment

• Process: paper and in-person review
  http://www.radonc.utoronto.ca/three-year-review

• Feedback from candidates
  • Provides opportunity for reflection on career and academic goals
  • Helpful recommendations regarding academic success, pathways for academic promotion, clinical and academic focus
(Senior) Promotion

• Promotion from Assistant Professor to Associate Professor
• Promotion from Associate Professor to Full Professor

http://www.radonc.utoronto.ca/promotions-information-application
Academic Promotion Timeline

- Mar: Membership of DPC established
- May: Review of CV of all Assistant & Associate Prof
- Jul: 1\textsuperscript{st} Review of Promotion Dossiers by DPC
- Sep: 2\textsuperscript{nd} Review of Promotion Dossiers by DPC, names of referees
- Nov: Review of Teaching Dossier by Teaching Effectiveness Committee (TEC)
- Nov/Dec: Final Review of Promotion Dossiers including referee letters, TEC letter
- Early Jan (deadline): Submission of materials to Decanal Promotion Committee
Do’s #1

• Update CV
Do’s #2

Read the Manual on Academic Promotion

www.facmed.utoronto.ca/staff/appointment.htm
Criteria for Academic Promotion

• Excellence in Research, CPA or Teaching and Education
• Need to be excellent in one domain only. For excellence in Research and CPA, need to demonstrate effectiveness in Teaching and Education
• Contributions must be related or relevant to the candidate’s appointment and profession.
• Promotion to Associate Professor: evidence for national reputation
• Promotion to Professor: evidence for international reputation
CPA Criteria for Academic Promotion

• CPA:
  – 1. Professional innovation & creative excellence
  – 2. Contributions to development of professional practice
  – 3. Exemplary professional practice

• Excellence in one of these categories

• Criteria:
  – 1. Creative excellence
  – 2. Documented
  – 3. Impact established
Do’s #3

• Speak to
  – Department Chiefs
  – UTDRO Chair
  – DPC Chair
  – Chair of Teaching Effective Committee
  – Previous candidates who were successfully promoted
Do’s #4

• Start WORKING on your CPA and teaching dossier
• Go through CV, CPA and teaching dossier of recently successful candidates.
Acknowledgements

Panel:
Fei-Fei Liu, Shun Wong, Catherine Coolens, Rebecca Wong, Patrick Cheung, David Hodgson, Gerard Morton

Co-Chairs:
Eric Leung, Jennifer Croke

Organizers:
UTDRO Staff

Sponsors:
Varian & Electra