FHS - NEW FACULTY ORIENTATION

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## Presentation overview

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FHS Faculty Relations

- Information, policies and resources related to academic appointments
- Assistance with MacID/Barcodes for access to university systems, tuition bursary, etc.
- Links to licensing and immigration resources
- Links to Department contacts for appointments
Faculties

- Business
- Engineering
- Health Sciences
- Humanities
- Social Science
- Science
Simplified FHS Academic Org Chart

Dean and Vice President

AVP Academic

Associate Deans

- Clinical Services & Commercialization
- Faculty Affairs
- Graduate Studies
- Health Professional Education
- Undergraduate Education
- Research
FHS Schools

MGD School of Medicine
- Dean – P. O’Byrne
- Departments

School of Nursing
- Associate Dean(acting)
  S. Carroll

School of Rehabilitation Science
- Associate Dean
  P. Solomon
MGD - Departments

Anesthesia • J. Paul

Biochemistry • B. Coombes

Family Medicine • D. Price

HE&I • H. Schunemann

Medicine • M. Crowther

Obs & Gyn • N. Leyland

Oncology • J. Sussman

Pathology • M. Potter acting

Pediatrics • S. Findley acting

Psychiatry • N. Kates

Radiology • D. Koff

Surgery • S. Reid
Appointment Types

- Visiting
- Part Time (including Adjunct)
- Contractually Limited
- Special - CAWAR
- Tenure track - Tenure
- Teaching Track - Permanence
| Assistant Clinical Professor (adjunct) | Clinical Lecturer | Assistant Clinical Professor | Associate Clinical Professor | Clinical Professor |

**Part Time - Clinical**
<table>
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<th>Part Time - Non Clinical</th>
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<tr>
<td>Lecturer (adjunct)</td>
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<td>Lecturer (Part Time)</td>
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<tr>
<td>Assistant Professor (Part Time)</td>
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<tr>
<td>Associate Professor (Part Time)</td>
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<td>Professor (Part Time)</td>
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Part time recruitment process

Recruitment

Academic contributions agreed upon

Department requests academic appointment

Official appointment letter
Expectations of part time faculty

Contribute to education/research
As agreed on application/renewal forms
Receive adequate evaluations from students

Maintain an academic CV
In McMaster format

Track academic contributions
Education Database
Academic Portfolios
Renewal Process - Part Time

Forms sent to PT Faculty for completion

 Returned forms undergo review
• DEC
• Dept T&P Committee
• School Council Approval

Dean’s Letter
Promotion process – Part Time

Dossier Preparation/Submission

Dept T&P Committee Review

Faculty T&P Review

Dean’s Letter Issued
Full time recruitment process

- Recruitment
- Preliminary offer accepted
- Department requests academic appointment
  - Licensing
  - Immigration
- Official appointment letter
## Full Time Ranks

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<tr>
<th>Lecturer</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Professor</th>
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Full time faculty expectations

Contribute to education/research/clinical/admin
- As agreed during annual review process and formalized on mutually agreed responsibilities/R4 form

Maintain an academic CV
- Must follow McMaster specific guidelines
- Use MacFacts electronic CV database

Portfolios
- Education
- Clinical Scholarly Activities (if applicable)

Candidate’s Statement
- Summary of all activities used for formal academic reviews
- Based on information in portfolios
Full time - Review streams

Clinician Educator

Research Educator

Educator

**teaching track only**
Full time - Review Process

Annual Review
• Department only
• Result: Chair’s letter outlining discussion, CP/M values

Formal academic review (Extension/Promotion)
• Department/Faculty/University
• Result: President’s letter confirming outcome
CPSO – Licenses

**Independent License**
- No restrictions

**Pathway Eligible**
- Requires supervision but not a full time academic appointment.

**Academic License**
- CPSO allows for foreign trained individuals to have an academic license provided the following criteria are met:
  - Full time academic appointment confirmed annually by the University
  - Work Permit/Permanent Resident status
  - Contingent upon obtaining the rank of Associate Professor within 7 years
- After 5 years, individuals on the above license can apply for a practice assessment. Successful completion removes the requirement to maintain a full time appointment.
Immigration

Work permit – up to 3 years. Depends on:
• Labour Market Impact Assessment (LMIA)
• NAFTA
• Canada Research Chair

Permanent Residency
• Apply after ~ 1 yr
• Normally <1 yr process
• Expected to be substantially completed by end of yr 3