



Faculty, residents and students of the Northern Ontario School of Medicine (NOSM) play an integral role in achieving the School's mission of "Innovative education and research for a healthier North". NOSM recognizes the contributions that all NOSM members are making to education, research, clinical care, and administration in Northern Ontario. The NOSM strategic plan calls for the School to foster excellent faculty relations, while more clearly articulating how contributions in the areas of education, research, clinical care, and administration enrich faculty members' careers as clinical and non-clinical academicians.

The strategic plan also promotes an environment that will **enhance the quality of education**, increase research output; increase grant funding; align research initiatives with NOSM's mission and values; encourage an increasing number of NOSM faculty and learners to incorporate research, teaching, and other scholarly pursuits into daily activities; and encourage research collaboration across programs and divisions.

Faculty Peer Awards

The Faculty Affairs and CEPD Portfolio strives to support faculty to contribute to an academic endeavor in a variety of ways which will enhance their careers and result in achieving the goal of "Innovative education and research for a healthier North". As one means to achieve this goal, the Faculty Affairs Unit at NOSM will award Faculty Peer Awards of Excellence annually to individuals with faculty appointments within the Clinical, Medical and Human Sciences Divisions. The purpose of these awards is to foster excellent faculty relations and to recognize the unique contributions of faculty members.

Two (2) of the awards may be given to members of the Clinical Sciences Division, one (1) of the awards may be given to a member of the Medical or Human Sciences Division and two (2) of the awards may be given to members of the Clinical, Human, or Medical Sciences Divisions.

Learner Awards

Recognizing that teaching is a core competency for all learners and that teaching excellence is a lifelong journey, Faculty Affairs, Learner Affairs, Undergraduate Medical Education, Postgraduate Medical Education, and Health Sciences units will collaborate to recognize teaching excellence among NOSM learners. Nominees for these awards will include residents, medical students, dietetics students, and physician assistant students.

Award recipients will be publicly acknowledged at Northern Constellations, a faculty development conference jointly provided by the Faculty Affairs and the Continuing Education and Professional Development (CEPD) Offices. Award recipients' names will also be published in the biweekly resident bulletin *The Script*, and the weekly NOSM newsletter, *The NOSM Pulse*.

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Categories

Faculty Peer Awards

1. Clinical Scholar Award

This award recognizes members of the Clinical Sciences Division for their research, presentation of papers, production of posters, invitations to speak at professional meetings/other institutions, administrative work (including work performed outside the School), and mentorship of faculty in the aforementioned areas.

Clinical Scholar attributes include but are limited to:

- Excellence in research and administrative functions.
- Demonstrated mentoring and coaching skills.
- Engagement in cross-divisional collaboration.
- Successful grant applications.
- Active engagement in research and a strong publishing track record.
- Excellent teaching skills, as evidenced by formal evaluations.

2. Medical Educator

This award recognizes members of the Clinical, Medical or Human Sciences Divisions for their outstanding contributions to medical education research, and/or curriculum development.

Medical Educator attributes include but are not limited to:

- Positive role model.
- Provision of constructive feedback.
- Encouragement of self-learning.
- Creation of a stimulating learning environment.
- Promotion of teamwork.

- Demonstration of mentorship in medical education research.

3. Clinical Teacher

This award recognizes members of the Clinical Sciences Division for excellence in clinical teaching/supervision skills.

Clinical Teacher attributes model high-quality, respectful patient care consistent with the Can Meds Framework including:

- Medical Expert
- Communicator
- Collaborator
- Manager
- Health Advocate
- Scholar
- Professional
- Excellent teaching skills, as evidenced by formal evaluations.

4. Academic Leader

This award recognizes individuals within the Clinical, Medical or Human Sciences Divisions with demonstrated leadership skills in NOSM administrative roles such as Program Directors, Theme Course Chairs, Phase Module Coordinators, Academic Directors, Medical Directors, as well as other administrative positions outside the School.

Academic Leader attributes include but are not limited to:

- Shares, promotes, and models the NOSM Vision, Goals, and Strategies.
- Demonstrated mentorship of faculty.
- Commitment to research and teaching.
- Fair, effective, and collaborative leadership style.
- Trusted and respected by peers.

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5. Scholar

This award recognizes individuals within the Medical or Human Sciences Divisions for their teaching, research, and administrative contributions to NOSM. Presentation of papers, production of posters, invitations to speak at professional meetings/other institutions, administrative work (including work performed outside the School) and mentorship of faculty in the aforementioned areas will be considered.

Scholar attributes include but are not limited to:

- Respected academic with excellent communication and teaching skills.
- Excellent teacher, as evidenced by formal evaluations.
- Use of scientific methods and discovery of new knowledge through creative research.
- Engagement in cross-divisional collaboration.
- Successful grant applications.
- Active engagement in research with a strong publishing track record.
- Excellence in, and commitment to, research.
- Engaged administrator and/or academic leader.
- Demonstrated mentoring of faculty.

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Learner Nominated Awards

1. Teacher: Learner-Nominated

This award recognizes members of the Clinical, Medical, or Human Sciences Divisions for excellence in either academic teaching, or clinical teaching/supervision.

The attributes for this award include but are not limited to:

Exemplary demonstration of the following CanMEDS roles:

- Medical Expert
- Communicator
- Collaborator
- Manager
- Health Advocate
- Scholar
- Professional
- Creation of a stimulating learning environment
- Encouragement of self-learning
- Provision of constructive feedback
- Positive role model

2. Learner Peer Teaching

This award recognizes learners at all levels who strive to improve the teaching, learning, and educational environments for other NOSM learners.

Learner Peer Teaching Award recipients will demonstrate a commitment to the CanMEDS roles:

- Medical Expert
- Communicator
- Collaborator
- Manager
- Health Advocate
- Scholar
- Professional
- Positive role model
- Provision of constructive feedback
- Encouragement & Enthusiasm

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3. Learner Scholarly Activity

This award recognizes learners for their teaching, research, and administrative contributions to NOSM. Presentation of papers, production of posters, invitations to speak at professional meetings/other institutions, administrative work (including work performed outside the School) and mentorship in the aforementioned areas will be considered.

Scholar attributes include but are not limited to:

- Respected scholar with excellent communication and teaching skills.
- Excellent teacher, as evidenced by formal evaluations.
- Use of scientific methods and discovery of new knowledge through creative research.
- Engagement in cross-divisional collaboration.
- Successful grant applications.
- Active engagement in research with a strong publishing track record.
- Excellence in and commitment to research.
- Engaged administrator and/or academic leader.
- Demonstrated mentoring of learners.



4. Learner Advocate¹/Leader

This award recognizes learners for their achievements in advocacy and or leadership particularly with respect to improving education programs.

This award would recognize learners (residents or students) who have acted as strong advocates in any of the following contexts:

- Participating in or leading a process to improve an education program or the health of a community or population they serve.
- Working with a community or population to identify and address the determinants of health that affect them.
- Supporting a cause to improve social determinants of health, health care or education.
- When one pleads on another's behalf; intercedes as necessary.
- When one speaks, acts, writes with minimal conflict of interest on behalf of others.
- When one promotes or protects and defends by:
 - Being on one's side.*
 - Being concerned with someone's fundamental needs.*
 - When one remains loyal and accountable in a way which is empathetic and vigorous.*
 - Promotes resident issues.*
 - Respects learners' rights.*

¹ **Advocacy Definition:** When one argues for a cause; supports or defends a cause. When one pleads on another's behalf; intercedes as necessary. When one speaks, acts, writes with minimal conflict of interest on behalf of others.

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Eligibility and Criteria

To be eligible for a peer nominated Faculty Awards of Education and Scholarship, the nominated faculty member must have been actively engaged at NOSM at the time of nomination. For this program, a faculty member is defined as a full-time, part-time, joint, or stipendiary member in the Clinical, Medical, or Human Sciences Division, including Librarians.

Nominees should have made a demonstrated, significant contribution to NOSM. A previous winner may be nominated in a category but cannot be the recipient of the same award for two (2) consecutive years.

To be eligible for a Learner Nominated Teaching Award of Excellence, an undergraduate medical student, postgraduate resident, or other allied health learner must be a registered NOSM learner in good academic standing with respect to all CanMEDS roles*. Learners may only receive the award once during enrolment in each NOSM academic program.

*The CanMeds roles are as follows:

- Medical Expert
- Communicator
- Collaborator
- Manager
- Health Advocate
- Scholar
- Professional

Nomination Process

Nominations may be submitted by any NOSM faculty member or in the case of teacher and learner peer nominations by a NOSM-registered learner. Nominators may submit one nomination per person per category using the attached nomination form. Nominations must be submitted with supporting written documentation, including the name of the nominator. The NOSM Awards of Education and Scholarship Committee will review nominations and make final selections.

The nominator is responsible to ensure all information required on the nomination form is complete and forwarded directly to Ms. Anita Arella, Director of Faculty Affairs and Continuing Education and Professional Development. All nominees will receive written notification and congratulations regarding their nomination. **Nominators of the successful award recipient will be contacted and requested to submit a short video outlining why the recipient should receive the award.** Recipients in each category will be notified in writing and congratulated in writing once all applications have been reviewed.

Please submit completed nominations no later than 4:00 pm Friday, December 14, 2018.

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Terms of Reference

Purpose

To review all peer nominations for the NOSM Awards of Education and Scholarship on an annual basis and determine if suitable award recipients exist for each award category. Under exceptional circumstances, two (2) nominees may be awarded in a category. If no suitable nominee is found, no award will be issued. Only the information provided with the nomination will be used in the selection process of the awards. The Committee members will also review and make recommendations to improve the current process and criteria, or, if required, recommend the addition of a new category.

Guiding Principles

Membership is voluntary at the invitation of the Division Heads and Associate Dean of Faculty Affairs. The Associate Dean Faculty Affairs will act as Chair in a non-voting capacity unless there is a tie.

Committee members shall recuse themselves from discussion and decision-making with respect to any nominee that may represent a conflict of interest.

Conflict of Interest is a broad term that includes real, potential and perceived conflicts as defined below:

- a. A **real conflict** of interest would exist if a Committee or Sub Committee Member were a nominee for an award.
- b. A **perceived conflict** of interest exists if there could be a reasonable apprehension that a conflict exists and that the Committee member may not be able to act in an impartial way.

The onus is on the Committee or Sub-Committee member to disclose a conflict. Committee and Sub-Committee members must openly disclose any real, potential or perceived conflicts of interest and ensure that such conflicts are resolved.

Committee and Sub-Committee members will be provided with an agenda and/or notified in advance of Awards Committee meetings or activities so as to be able to ascertain whether they are in a real, potential or perceived conflict of interest situation.

If a Committee or Sub-Committee member, during their term on the Awards Committee, is nominated in any one of the award categories, they will not be entitled to participate in the discussion, decision, debate or vote with respect to the category for which they have been nominated.

The Committee members and Sub-Committee will endeavor to achieve the greatest possible transparency with respect to procedures and decisions, without compromising the confidentiality of the nominator and nominee. The composition of the Awards Committee shall be a matter of public record.

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NOSM Awards of Education and Scholarship

Membership

Where possible, the Awards Committee will strive to maintain some geographic diversity in its membership.

The NOSM Awards of Education and Scholarship Committee Membership will be as follows:

- Division Head Clinical Sciences
- Division Head Medical Sciences
- Division Head Human Sciences
- Clinical Sciences Faculty member (one to be named)
- Medical or Human Sciences member (one to be named)
- Section Chair (one to be named)
- PCTA member (one to be named)
- Director Faculty Affairs and CEPD

The Learner Nominate Awards Subcommittee membership will be as follows*:

- Assistant Dean Learner Affairs
- Director, Faculty Affairs and CEPD
- Postgraduate SLG Representative
- 2 Undergraduate Medical students
- 2 Postgraduate Residents
- 1 Health Sciences Learner

*All learner types will be represented on this committee.

It is recommended that members be given two year terms with staggered start dates to ensure knowledge transfer and consistency.

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