

<b>Holland Bloorview</b> Kids Rehabilitation Hospital	Manual Departmental	Cluster Bloorview Research Institute
	Theme Research Quality	Number 00337
Performance Evaluation BRI Scientists, Senior Scientists, Clinical Investigators		

**Preamble**

The Bloorview Research Institute is committed to fair and transparent measurement of academic performance of Bloorview Research Institute Scientists/Senior Scientists and Clinical Investigators, including Clinician Investigators, Clinical Study Investigators and Clinical Team Investigators.

**Policy Statement**

Regular performance evaluations of Scientists/Senior Scientists and Clinical Investigators will be conducted and will represent a joint process between the Director of the Bloorview Research Institute (Director) and the Scientist/Investigator regarding performance and future goals. The Performance Evaluation process will be consistent with Holland Bloorview’s Performance Evaluation policy (00227). However, the accountability of Scientists/Investigators employed by the Bloorview Research Institute differs from that of support staff, administrators, and clinicians at Holland Bloorview. As such, the performance categories for Scientists have been augmented to include relevant research performance indicators.

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**Procedure:**

**1.0 POLICY:**

The Bloorview Research Institute is committed to fair and transparent measurement of academic performance of Bloorview Research Institute Scientists/Senior Scientists and Clinical Investigators, including Clinician Investigators, Clinical Study Investigators and Clinical Team Investigators (here on referred to collectively as Scientists/Investigators). Regular performance evaluations will be conducted and will represent a joint process between the Director of the Bloorview Research Institute (Director) and the Scientist/Investigator regarding performance and future goals.

The Performance Evaluation process will be consistent with Holland Bloorview’s Performance Evaluation policy (00227). However, the accountability of Scientists/Investigators employed by the Bloorview Research Institute differs from that of support staff, administrators, and clinicians at Holland Bloorview. As such, the performance categories for Scientists have been augmented to include relevant research performance indicators (see section 3.2).

**2.0 Definition:**

**2.1 Scientist/Investigator**

A Scientist/Investigator is appointed to the Bloorview Research Institute in accordance with the Scientist/Senior Scientist/Clinician Scientist policy, the Clinician Investigator policy or the Clinical Study and Clinical Team Investigator Policy.

**3.0 PROCEDURE:**

**3.1 Timeline**

Performance evaluations are conducted annually between March and June. .

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### 3.2 Performance Indicators

Performance evaluations will focus on seven key performance indicators (for more detail see appendix A):

- External Research Funding
- Publications
- Mentorship
- Knowledge Translation
- Research-Clinical Integration
- Research Leadership
- Academic Citizenship

There are performance criteria (See Appendix A) related to each indicator depending on the academic rank of the Scientist/Investigator. These indicators will be evaluated over a one-year period. The seven key performance indicators will be clearly outlined and communicated to new Scientists/Investigator.

### 3.3 Process

The BRI Performance Evaluation process will follow the Holland Bloorview Performance Evaluation process (00227)

Attachments Appendix A: [BRI Specific Performance Indicators](#)

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<b>Policy Lead</b>	<b>Issued Date</b>
Nadia Lise Tanel	Sep 20, 2013
<b>Committee Chair</b>	<b>Review Date</b>
Julia Hanigsberg	Mar 10, 2016
<b>Committee Member(s)</b>	<b>Review Date</b>
Julia Hanigsberg	Mar 10, 2016
<b>Authorizer</b>	<b>Review Date</b>
Tom Chau	Mar 10, 2016
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