Canadian Primary Care Research Network
Réseau canadien de recherche en soins primaires

CPCRN Mentor Award Scoring Rubric

Personal Achievements	**Scoring Range / Definition**	**Score**	**Comments**
Does the candidate meet eligibility criteria?	Yes or No (If no, this is a disqualification)		
Were instructions for submission properly followed?	<u>3 points possible, with 1 point for each:</u> 1 point: A nomination letter 1 point: A current curriculum vitae 1 point: Letter(s) of Support that address the aims of this award, specifically outstanding research mentorship, including the support, guidance and promotion of mentees, trainees, patient-partners.		
Nomination Letter: Does it accurately describe their values, philosophy?	<u>1-5 points possible</u> 1 point: Limited Examples. 2 points. Limited mentorship outside of direct job requirements. 3 points: Insight into philosophy of mentorship. 4 points: Insight into philosophy, specific examples cited. 5 points: Mentorship philosophy clearly articulated and clear description of individual mentees, trainees and faculty mentored - demonstrating breadth of activity.		
Letter of Support: descriptions of the quality of mentorship.	<u>1-4 points possible</u> 1 point - Limited: • Vague description of mentorship which only includes coaching. • Mentorship primarily focused on specific group with limited diversity. • Minimal evidence of mentee productivity or outcomes. • Little to no CPCRN/CPCRC involvement. • Narrow scope of mentorship activities. • Limited demonstrated impact on mentees' careers. 2 points - Developing: • Adequate nominee with solid mentorship record.		

	• Some diversity in mentee population. • Discusses support to a limited extent. • Basic evidence of mentee outcomes. • Limited CPCRN/CPCRC involvement or engagement. • Mentorship primarily within one type of mentee or setting. • Some evidence of impact but not extensive. 3 points - Strong: • Strong nominee with clear excellence in research mentorship. • Diverse mentees who align with primary care and CPCRN/CPCRC values. • Good evidence of mentee productivity and development. • Meaningful involvement in CPCRN/CPCRC activities. • Demonstrates consistent commitment to mentorship across career. • Clear positive impact on mentees' research trajectories. 4 points – Exceptional: • Exceptional nominee representing the highest standards of research mentorship. • Extensive breadth AND depth of meaningful mentoring relationships (quality over quantity). • Diverse mentee population reflecting primary care and CPCRN/CPCRC values. • Strong evidence of mentee success and productivity across multiple domains. • Significant involvement in CPCRN/CPCRC and/or other mentorship organizations/endeavours. • Demonstrates sustained commitment to developing future researchers. • Clear evidence of transformative impact on the field through mentees.		
Contribution and participation in CPCRN/CPCRC activities	<u>1-3 points possible</u> 1 point - Limited: • Little to no participation or mentorship related to CPCRN/CPCRC activities. • Limited connection to CPCRN/CPCRC mission or community. 2 points - Strong: • Meaningful contribution to activities within or related to at least one CPCRC activity.		

	• Evidence of mentorship related to CPCRC work. • Consistent participation in CPCRN/CPCRC community. 3 points - Exceptional: • Substantial, sustained engagement in more than one CPCRN/CPCRC activity. • Has mentored others specifically within CPCRN/CPCRC contexts. • Demonstrates leadership in CPCRN/CPCRC mentorship initiatives or capacity building initiatives. • Shows active contribution to building CPCRN/CPCRC's mentorship culture.		
	Total Score		