

General Guidelines

- _____ Distinguished performance and maturity as an Associate Professor, generally **3-5 years at this rank.**
- _____ Academic **credentials congruent with the expectations** of the school or department.
- _____ An **established reputation** that is derived from **national or international peer recognition.**
- _____ Sustained **scholarly productivity** in at least **two of the three academic activities:** teaching, research, and service.
- _____ **Sustained scholarly achievement** reflected in peer recognition of works from original research, clinical observations, educational programs, etc.
Note: Sustained scholarly or significant academic activity may include peer recognition of: development or dissemination of innovative protocols or treatment strategies, development of educational materials (such as course curriculum, syllabi, web-based resources), or peer-reviewed publications.
- _____ **Board certification** or its equivalent, if pertinent.
- _____ **Mentoring.** For example, junior faculty, residents, students, and other trainees

Teaching

- _____ **Sustained and outstanding performance** of the examples cited for the Associate Professor level.
- _____ **Leadership through design, organization, coordination, and evaluation of a course or courses** (undergraduate, graduate, or continuing education); **administrative responsibility** at the school or departmental level for curriculum; supervision of staff teaching within a course, department, or school.
- _____ Invitations as **visiting professor** at other institutions.
- _____ Responsibility for **student and trainee guidance and counseling** regarding program planning and general curricular activities, as well as consultation to student organizations and groups within and outside of the Health Science Center.
- _____ **Sustained recognition as an exemplary scientist, teacher, or clinician** whose activities can be documented as providing an outstanding role model for students and trainees. For example, documentation of clinicians whose one-on-one teaching fosters innovation in clinical care and management.
- _____ **Publication. Demonstrated innovation in teaching methods as well as publication** of educational works (including production of texts, educational softwares, algorithms, syllabi, clinical guidelines) in relevant journals, and/or other scholarly venues.
- _____ Interdisciplinary teaching. This may include teaching in formal courses outside of the candidate's department or continuing education activities in other disciplines, as well as interprofessional teaching.
- _____ **Mentoring**

Research

- _____ Is senior or responsible **author of papers** published in referred professional journals or other media (books, papers, etc.).
- _____ Receives **grants or other monies as a principal investigator** for research.
- _____ Invitations to **participate** at national or international **professional or scientific meetings.**
- _____ Invitations to **preside over sessions** at national or international professional or scientific meetings.
- _____ **Recognition for excellence in research** by professional or scientific institutions or organizations.
- _____ **Serves as Chair of thesis or dissertation** on committees.
- _____ Collaborative team-based research activities.
- _____ **Technology Development (Patents)**
- _____ **Mentoring.**

Service

- _____ **Appointment to responsible positions** within the institution or its affiliates (chairs a committee, department, or division; program director; membership on major decision-making Health Science Center **committees).**
- _____ **Recognition as an authority by other schools and departments** within the Health Science Center and by local (e.g. letters written by HSC peers and/or leaders from affiliated institutions), state, **regional, or national organizations or institutions.**
- _____ Senior **staff responsibility** for a service or **specific area of patient care or clinical teaching.**
- _____ **Consultant** to, or serves on, government **review committees, study sections;** or other national review panels.
- _____ Serves as an **officer or committee chair** in professional or scientific organizations.
- _____ Serves on **editorial boards** of professional or scientific journals. This may include service as an ad hoc reviewer.
- _____ **Election to responsible positions** on civic **boards or organizations** concerned with health care issues at the local, state, regional, national, or international levels.
- _____ **Mentoring.**

General Guidelines

- _____ A minimum of **three years in the rank of Assistant Professor** or equivalent.
- _____ Academic **credentials congruent with the expectations** of the school and department.
- _____ Developing **peer recognition** that is reflected by an **emerging national reputation**.
- _____ Evidence of **scholarly achievement** reflected in **peer recognition** of works from original research, clinical observations, educational programs, etc.
- _____ **Significant scholarly accomplishments** in at least two of the three academic activities: teaching, research, and service.
 Note: Scholarly or significant academic activity may include peer recognition of: development or dissemination of innovative protocols or treatment strategies, development of educational materials (such as course curriculum, syllabi, web-based resources), or peer-reviewed publications.
- _____ **Board certification** or its equivalent, if pertinent.
- _____ **Mentoring** . For example, junior faculty, residents, students, and other trainees

Teaching

- _____ Is **effective as a teacher, evidenced by mastery of both content and method** and documented by student and faculty evaluation.
- _____ Is **responsible for design, organization, coordination, and evaluation** of a course or series of lectures.
- _____ Is recognized as an **exemplary scientist or clinician** whose teaching activities can be documented as providing an **outstanding role model for students and trainees**. For example, documentation of clinicians whose one-on-one teaching fosters innovation in clinical care and management.
- _____ Demonstrates **effectiveness** in the development and/or presentation of **continuing education or other professional programs** including invited presentations.
- _____ Is effective as a **supervising professor for M.S. or Ph.D. students**.
- _____ **Publication. Demonstrated innovation in teaching methods as well as publication** of educational works (including production of texts, educational softwares, algorithms, syllabi, clinical guidelines) in relevant journals, and/or other scholarly venues.
- _____ Participates in **student and trainee guidance and counseling**.
- _____ Interdisciplinary teaching. This may include teaching in formal courses outside of the candidate's department or continuing education activities in other disciplines, as well as interprofessional teaching.
- _____ **Mentoring**.

Research

- _____ Demonstrates **initiative, independence, and sustained activity in research**.
- _____ **Publishes research findings** and scholarly papers in professional journals; publications in refereed journals are considered more significant.
- _____ **Presents research and scholarly findings** at professional meetings.
- _____ **Obtains grants or other monies for research** or other scholarly activities.
- _____ **Serves on thesis or dissertation committees** or Health Science Center research review boards.
- _____ Demonstrates support of **interdisciplinary research**.
- _____ Collaborative team-based research activities.
- _____ Technology Development (Patents)
- _____ **Mentoring**.

Service

- _____ Provides **staff responsibility** for a service or **specific area of patient care or clinical teaching** for which peer recognition can be documented. Ex. letters written by HSC peers and/or leaders from affiliated institutions.
- _____ **Serves on committees** within the department, school, Health Science center, and/or affiliated institutions.
- _____ **Provides consultation or service to other departments or schools** within the Health Science Center and to local, State, regional, or national organizations that seek or benefit from the candidate's expertise.
- _____ **Serves on extramural grant review committees or editorial boards** of scientific or professional journals. This may include service as an ad hoc reviewer.
- _____ Performs a **key administrative role in patient care, research, or teaching** activities within a department, division, or affiliated institution.
- _____ Provides **service to the professional or lay community through education, consultations** or other roles.
- _____ **Mentoring**.

General Guidelines

- _____ Distinguished performance and maturity as an Associate Professor, generally **3-5 years at this rank.**
- _____ Academic **credentials congruent with the expectations** of the school or department.
- _____ An **established reputation** that is derived from **substantive extramural peer recognition.**
- _____ Sustained **scholarly activity or significant accomplishments in at least one** of the three activities: teaching, research, and service.
Note: Sustained scholarly or significant academic activity may include: development or dissemination of innovative protocols or treatment strategies, development of educational materials (such as course curriculum, syllabi, web-based resources), or peer-reviewed publications.
- _____ **Board certification** or its equivalent, if pertinent.
- _____ **Mentoring.** . For example, junior faculty, residents, students, and other trainees

Teaching

- _____ **Sustained and outstanding performance** of the examples cited for the Associate Professor level.
- _____ **Leadership through design, organization, coordination, and evaluation of a course or courses; administrative responsibility** at the school or departmental level for curriculum; supervision of staff teaching within a course, department, or school.
- _____ Invitations as **visiting professor** at other institutions.
- _____ Responsibility for **student and trainee guidance and counseling** regarding program planning and general curricular activities, as well as consultation to student organizations and groups within and outside of the Health Science Center.
- _____ **Sustained recognition as an exemplary scientist, teacher, or clinician** whose activities can be documented as providing an outstanding role model for students and trainees. For example, documentation of clinicians whose one-on-one teaching fosters innovation in clinical care and management
- _____ **Publication** of educational works in relevant journals and/or production and promulgation of algorithms, syllabi, clinical guidelines by clinical teachers. Demonstrates **innovation in teaching methods** and **production of texts**
- _____ Interdisciplinary teaching. . This may include teaching in formal courses outside of the candidate's department or continuing education activities in other disciplines, as well as interprofessional teaching.
- _____ **Mentoring.**

Research

- _____ Is senior or responsible **author of papers** published in referred professional journals or other media (books, papers, etc.).
- _____ Receives **grants or other monies as a principal investigator** for research.
- _____ Invitations to **participate** at national or international **professional or scientific meetings.**
- _____ Invitations to **preside over sessions** at national or international professional or scientific meetings.
- _____ **Recognition for excellence in research** by professional or scientific institutions or organizations.
- _____ **Serves as Chair of thesis or dissertation** on committees.
- _____ Collaborative team-based research activities.
- _____ **Technology Development (Patents)**
- _____ **Mentoring.**

Service

- _____ **Appointment to responsible positions** within the institution or its affiliates (chairs a committee, department, or division; program director; membership on major decision-making Health Science Center **committees**).
- _____ **Recognition as an authority by other schools and departments** within the Health Science Center and by local (e.g. letters written by HSC peers and/or leaders from affiliated institutions).state, **regional, or national** organizations or institutions.
- _____ Senior **staff responsibility** for a service or **specific area of patient care or clinical teaching.**
- _____ **Consultant to,** or serves on, government **review committees, study sections;** or other national review panels.
- _____ Serves as an **officer or committee chair** in professional or scientific **organizations.**
- _____ Serves on **editorial boards** of professional or scientific journals. . This may include service as an ad hoc reviewer.
- _____ **Election to responsible positions on civic boards or organizations** concerned with health care issues at the local, state, regional, national, or international levels.
- _____ **Mentoring.**

General Guidelines

- _____ A minimum of **three years in the rank of Assistant Professor** or equivalent.
- _____ Academic **credentials congruent with the expectations** of the school and department.
- _____ **Developing reputation** that is reflected by peer recognition within the Institution.
- _____ **Significant scholarly accomplishments in at least one of the three academic** activities: teaching, research, and service.
Note: Scholarly or significant academic activity may include: development or dissemination of innovative protocols or treatment strategies, development of educational materials (such as course curriculum, syllabi, web-based resources), or peer-reviewed publications.
- _____ **Board certification** or its equivalent, if pertinent.
- _____ **Mentoring.** For example, junior faculty, residents, students, and other trainees

Teaching

- _____ **Is effective as a teacher, evidenced by mastery of both content and method** and documented by student and faculty evaluation.
- _____ **Is responsible for design, organization, coordination, and evaluation** of a course or series of lectures.
- _____ Is recognized as an **exemplary scientist or clinician** whose teaching activities can be documented as providing an **outstanding role model for students and trainees.** For example, documentation of clinicians whose one-on-one teaching fosters innovation in clinical care and management.
- _____ Is effective as a **supervising professor for M.S. or Ph.D. students.**
- _____ **Publication** of educational works in relevant journals and/or production and promulgation of algorithms, syllabi, clinical guidelines by clinical teachers. Demonstrates **innovation in teaching methods** and **production of texts**
- _____ Participates in **student and trainee guidance and counseling.**
- _____ Responsible for the development of continuing education or other professional programs, or is in an invited speaker.
- _____ Interdisciplinary teaching. This may include teaching in formal courses outside of the candidate's department or continuing education activities in other disciplines, as well as interprofessional teaching.
- _____ **Mentoring.**

Research

- _____ Demonstrates **initiative, independence, and sustained activity in research.**
- _____ **Publishes research findings** and scholarly papers in professional journals; publications in refereed journals are considered more significant.
- _____ **Serves on thesis or dissertation committees** or Health Science Center research review boards.
- _____ **Presents research and scholarly findings** at professional meetings.
- _____ **Obtains grants or other monies for research** or other scholarly activities.
- _____ Collaborative team-based research activities.
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Service

- _____ Provides **staff responsibility** for a service or **specific area of patient care or clinical teaching** for which peer recognition can be documented. Ex. letters written by HSC peers and/or leaders from affiliated institutions.
- _____ **Serves on committees** within the department, school, Health Science center, and/or affiliated institutions.
- _____ **Provides consultation or service to other departments or schools** within the Health Science Center
local, State, regional, or national
organizations that seek or benefit from the candidate's expertise.
- _____ **Serves on extramural grant review committees or editorial boards** of scientific or professional journals. This may include service as an ad hoc reviewer.
- _____ Performs a **key administrative role in patient care, research, or teaching** activities within a department, division, or affiliated institution.
- _____ Provides **service as a health educator for the community** that advances the mission of the university.
- _____ **Mentoring.**

TENURE STATUS:

Applicant:

- ===== Exceptional degree of professional competence and scholarly achievement
- ===== Attitudes and intellectual qualities that make the individual a desirable and continuing member of the faculty
- ===== Original accomplishments in research, teaching, and service
- ===== Mentoring
- ===== Recognized as outstanding by one's peers, both within and outside the Health Science Center
- ===== Sustained, superior level of performance in two of three academic activities
- ===== Judged in terms of the mission of the particular academic component
- ===== Outstanding accomplishments in teaching, research, and service
- ===== Documented by letters from peers within the department/division
- ===== Professional excellence should be recognized
- ===== Local, state, national, and international level
- ===== Unique value of the individual to this institution
- ===== Outstanding, original work
- ===== Recommendation from Department Chair
- ===== Recommendation from Department P&T Committee

Comments: