The following criteria must ordinarily be met for appointment or promotion to the rank of Associate Professor:

- A minimum of five years of continuous and productive accomplishment as an Assistant Professor at the University, or the equivalent,
- Collegiality and participation as a citizen of the University and the College,
- Contributions in the area of service to the College or University, their profession and/or the community,
- Board or professional certification in their specialty, if applicable, or equivalent,
- Supportive letters of review from appropriately qualified individuals at other institutions in the faculty member’s field who can document their standing and reputation and assess their qualifications, professionalism, and scholarly accomplishments. Such reviewers should be of an academic rank, which is equal or greater than the one proposed for the nominee. The reviewers should also disclose any potential conflicts of interest in providing an unbiased review, including information about whether they have previously worked with, trained with, or taught the candidate and, if so, where and for how long, or if they are personally or socially related to the candidate, and
- Submission of up to five representative reprints of the candidate’s scholarly publications or works.
- The pathway-specific criteria, outlined separately.
Criteria for Appointment or Promotion to the Rank of Associate Professor — Tenure-Earning Pathway

Effective July 1, 2015

The following criteria must ordinarily be met for appointment or promotion to this rank:

- A minimum of five years of continuous and productive accomplishment as an Assistant Professor at the University, or the equivalent;
- Collegiality and participation as a citizen of the University and the College;
- Contributions in the area of service to the College or University, their profession and/or the community;
- Board or professional certification in their specialty, if applicable, or equivalent;
- Submission of up to five representative reprints of the candidate's scholarly publications or works;
- Establishment of a reputation, within both the College and the larger academic community as an authority in their chosen field, either as an original investigator, an outstanding teacher, or a superb clinician. This may be evidenced by documenting achievements and by at least five independent external letters of review;
- Acknowledged record of accomplishment in classroom, laboratory, or clinical teaching as demonstrated by student and faculty evaluations in a quantitative format with comparison with the departmental and Office of Education benchmarks;
- Demonstration of a focused program of independent or collaborative research/creative work supported by a consistent record of publications of high quality in major journals in the faculty member’s field of endeavor, or their equivalent. The record should be sufficient to predict, with a high degree of confidence, continuing productivity in research/creative work throughout the individual’s career.
- The metrics in Table 1 are a guideline for promotion and tenure to Associate Professor along the Tenure-Earning pathway and will be used by the APT committee, which also reserves the right to consider elements outside of those listed in the metric but within USF APT criteria, when deciding upon promotion and tenure recommendations after July 1, 2015;

(Continued)
• Successful completion of three out of four of the metric criteria (publications, grants and patents, teaching and service) is sufficient to recommend promotion and tenure; and

• Effective July 1, 2015, the time for promotion and tenure from Assistant to Associate Professor along the Tenure-Earning pathway is extended from six to eight years, although individual faculty may elect to come up for promotion and tenure earlier if they satisfy the promotion and tenure requirements.

Table 1. Summary of representative metrics used to assess suitability for promotion to the rank of Associate Professor with Tenure.

| MCOM APT GUIDELINES FOR TENURE-EARNING PROMOTION & TENURE TO ASSOCIATE PROFESSOR |
|---|---|---|---|
| Peer-reviewed publications | Grants and Patents | Teaching | Service |
| 10-15 in journals with average impact factors of 3-6 or an H-index of ≥10 or publication in appropriate subspecialty journals. As a general guideline 10 or more peer reviewed publications since appointment as an assistant professor at USF MCOM. | PI or multiple-PI/co-PI on 1 peer-reviewed grant (preferably federal with full indirect costs) that has been renewed; or the combination of a current or prior peer-reviewed funded grant plus either a) a second peer-reviewed funded grant or b) a patent generating licensing income. | Positive teaching evaluations >3.5; or strong peer-reviewed teaching evaluation; or program/course development; or successful mentorship of graduate students and/or postdoctoral fellows. | University/collegiate committees plus membership in professional societies; and/or peer-review study section membership; and/or service as reviewer or on editorial boards. |

1 For clinicians seeking tenure, accommodation should be made for the time devoted to clinical practice as reflected in percent effort or average RVUs/FTE. For example, a 25 to 50% clinical commitment might reduce the required number of publications and H index by 25%. Publication in specialized clinical journals would reduce the impact factor requirement. However, evidence of at least co-investigator status in one of the grant categories listed above is a prerequisite to tenure. For clinicians with a greater than 50% clinical commitment there should be either evidence of co-investigator status in one of the grant categories listed above as a prerequisite to tenure and/or strong publication record (i.e., ≥15 peer review publications) coupled with clear evidence of regional reputation for clinical excellence and innovation. Similar accommodations can be made on the basis of educational commitment.
UNIVERSITY OF SOUTH FLORIDA MORSANI COLLEGE OF MEDICINE

CRITERIA FOR APPOINTMENT OR PROMOTION TO THE RANK OF

ASSOCIATE PROFESSOR - CLINICIAN EDUCATOR PATHWAY

The following criteria must ordinarily be met for appointment or promotion to this rank:

- A minimum of five years of continuous and productive accomplishment as an Assistant Professor at the University, or the equivalent,
- Collegiality and participation as a citizen of the University and the College,
- Contributions in the area of service to the College or University, their profession and/or the community,
- Board or professional certification in their specialty, if applicable, or equivalent,
- Submission of up to five representative reprints of the candidate's scholarly publications or works,
- Establishment of a regional reputation as an authority in chosen field, either as an outstanding teacher or as a superb clinician, as evidenced by documented achievements and by at least three (3) independent external letters of review and up to two (2) letters attesting to performance in the College from colleagues at the College,
- Documentation of continuing effectiveness and outstanding accomplishment as a teacher and clinician, together with a minimum of satisfactory achievement in scholarly activity, and
- Recognition of superior clinical accomplishment, as evidenced by having established a regional practice referral base and/or being sought out for consultation by colleagues and/or holding leadership office in a professional or learned society and/or holding a leadership role in a hospital or health care organization and/or serving as an examiner for a recognized Specialty Board and/or the demonstration of an equivalent level of skill and qualification in other related areas.
UNIVERSITY OF SOUTH FLORIDA MORSANI COLLEGE OF MEDICINE

CRITERIA FOR APPOINTMENT OR PROMOTION TO THE RANK OF

ASSOCIATE PROFESSOR – SCIENTIST EDUCATOR PATHWAY

The following criteria must ordinarily be met for appointment or promotion to this rank:

- A minimum of five years of continuous and productive accomplishment as an Assistant Professor at the University, or the equivalent.
- Collegiality and participation as a citizen of the University and the College.
- Contributions in the area of service to the College or University, their profession and/or the community.
- Board or professional certification in their specialty, if applicable, or equivalent.
- Submission of up to five representative reprints of the candidate's scholarly publications or works,
- Establishment of a regional reputation as an educational authority in a basic science or related discipline as an outstanding teacher, as evidenced by student and faculty peer comparative evaluations and documented achievements, and by at least three (3) independent external letters of review and up to two (2) letters attesting to performance in the College from colleagues at the College and University.
- Documentation of continuing effectiveness and outstanding accomplishment as a teacher, together with a minimum of strong achievement in scholarly activity.
- Recognition of outstanding educational accomplishment, as evidenced by having established a national reputation through peer reviewed educational publications, creative works, educational grant awards, being sought out for educational consultation by colleagues, membership in the teaching academy, and/or holding leadership office in a professional or learned society and/or serving as a contributor for test item writing for the National Board of Medical Examiners in related disciplines and/or the demonstration of an equivalent level of skill and qualification in other related areas.

Recommendations for appointment or promotion to this rank are reviewed by both Department and College Appointment, Promotion and Tenure Committees. In order to assess whether an individual's contributions meet the above criteria, the quality of their achievement in the activities shown on the reverse side of this page are considered. Meaningful letters from independent reviewers that address these criteria and document the candidate's professional standing and reputation within the larger academic community provide invaluable input to these deliberations.
UNIVERSITY OF SOUTH FLORIDA MORSANI COLLEGE OF MEDICINE

CRITERIA FOR APPOINTMENT OR PROMOTION TO THE RANK OF

ASSOCIATE PROFESSOR

RESEARCH SCIENTIST PATHWAY

COLLABORATIVE RESEARCH SCIENTIST PATHWAY

The following criteria must ordinarily be met for appointment or promotion to this rank:

- A minimum of five years of continuous and productive accomplishment as an Assistant Professor at the University, or the equivalent,
- Collegiality and participation as a citizen of the University and the College,
- Contributions in the area of service to the College or University, their profession and/or the community,
- Board or professional certification in their specialty, if applicable, or equivalent,
- Submission of up to five representative reprints of the candidate's scholarly publications or works,
- Establishment of a reputation as an authority in the individual's chosen field as an independent or collaborative investigator with a focused or collaborative area of independent research accomplishment, and by at least five independent external letters of review, and
- Demonstration of outstanding accomplishment in research and scholarly activity including the demonstration of independent extramural funding or collaborative extramural funding as a principal investigator or collaborative co-investigator.

Recommendations for appointment or promotion to this rank are reviewed by both Department and College Appointment, Promotion and Tenure Committees. In order to assess whether an individual's contributions meet the above criteria, the quality of their achievement in the activities shown on the reverse side of this page are considered. Meaningful letters from independent reviewers that address these criteria and document the candidate's professional standing and reputation within the larger academic community provide invaluable input to these deliberations.

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UNIVERSITY OF SOUTH FLORIDA MORSANI COLLEGE OF MEDICINE

CRITERIA FOR APPOINTMENT TO THE RANK OF

PROFESSOR

The following criteria must ordinarily be met for appointment or promotion to this rank:

- A minimum of five years of continuous and productive accomplishment as an Associate Professor at the University, or the equivalent,
- Collegiality and participation as a citizen of the University and the College,
- Contributions in the area of service to the College or University, their profession and/or the community,
- Board or professional certification in their specialty, if applicable, or equivalent,
- Supportive independent letters of review from appropriately qualified individuals at other institutions in the faculty member’s field who can document their standing and reputation and assess their qualifications, professionalism, and scholarly accomplishments. Such reviewers should be of an academic rank, which is equal or greater than the one proposed for the nominee. The reviewers should also disclose any potential conflicts of interest in providing an unbiased review, including information about whether they have previously worked with, trained with, or taught the candidate and, if so, where and for how long, or if they are personally or socially related to the candidate, and
- Submission of five representative reprints of the candidate’s scholarly publications or works.
- The pathway-specific criteria, outlined separately.
The following criteria must ordinarily be met for appointment or promotion to this rank:

- A minimum of five years of continuous and productive accomplishment as an Associate Professor at the University, or the equivalent;
- Collegiality and participation as a citizen of the University and the College;
- Contributions in the area of service to the College or University, their profession and/or the community;
- Board or professional certification in their specialty, if applicable, or equivalent;
- Submission of five representative reprints of the candidate’s scholarly publications or works;
- National or international recognition for excellence and accomplishment in their chosen academic field. This may be evidenced by documenting achievements and by at least five (5) independent external letters of review;
- A record of accomplishment in classroom, laboratory, or clinical teaching that must be demonstrated by student and faculty evaluations;
- An established record of productive research/creative work of national or international visibility, supported by a consistent record of substantial publications in peer-reviewed journals and/or textbooks, or their equivalent. The record should predict continuing high quality productivity in research/creative work throughout the individual’s career;
- The following matrix (Table 2) describes the criteria that should be considered for promotion of a tenured Associate Professor to Professor on this pathway;
- The metrics in Table 2 are a guideline for promotion with tenure to Professor along the Tenure-Earning pathway and will be used by the APT committee, which also reserves the right to consider elements outside of those listed in the metric, but within USF APT criteria, when deciding upon promotion and tenure recommendations after July 1, 2015; and
- Successful completion of three out of four of the metric criteria (publications, grants and patents, teaching and service) is sufficient to recommend promotion.

(Continued)
Table 2. Summary of representative metrics used to assess suitability for promotion to the rank of Professor with Tenure.

<table>
<thead>
<tr>
<th>MCOM APT GUIDELINES FOR TENURE-EARNING PROMOTION TO FULL PROFESSOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Peer-reviewed publications^2</td>
</tr>
<tr>
<td>25-30 in journals with average impact factors of 3-6 or an H-index of ≥25 or publication in appropriate subspecialty journals. As a general guideline 15 or more peer reviewed publications since appointment as an associate professor at USF MCOM.</td>
</tr>
</tbody>
</table>

^2For clinicians seeking promotion to Professor with tenure, accommodation should be made for the time devoted to clinical practice as reflected in percent effort or average RVUs/FTE. However, for those with 25 to 50% clinical effort evidence of at least co-investigator status in one of the grant categories listed above is a prerequisite for tenure. For clinicians with a greater than 50% clinical commitment there should be either evidence of co-investigator status in one of the grant categories listed above and/or strong publication record coupled with national/international recognition of clinical excellence. Similar accommodations can be made on the basis of educational commitments.

Recommendations for appointment or promotion to this rank are reviewed by both Department and College Appointment, Promotion and Tenure Committees. In order to assess whether an individual’s contributions meet the above criteria, the quality of their achievement in the activities shown on the next page are considered. Meaningful letters from independent reviewers that address these criteria and document the candidate’s professional standing and reputation within the larger academic community provide invaluable input to these deliberations.
UNIVERSITY OF SOUTH FLORIDA MORSANI COLLEGE OF MEDICINE

CRITERIA FOR APPOINTMENT OR PROMOTION TO THE RANK OF

PROFESSOR - CLINICIAN EDUCATOR PATHWAY

The following criteria must ordinarily be met for appointment or promotion to this rank:

- A minimum of five years of continuous and productive accomplishment as an Associate Professor at the University, or the equivalent,
- Collegiality and participation as a citizen of the University and the College,
- Contributions in the area of service to the College or University, their profession and/or the community,
- Board or professional certification in their specialty, if applicable, or equivalent,
- National recognition for excellence and accomplishment in chosen academic field, either as an outstanding teacher or as a superb clinician, or the demonstration of an equivalent recognition in the academic community for outstanding accomplishments within their discipline, as evidenced by documenting achievements and by at least five (5) independent external letters of review. Up to three (3) additional letters of review attesting to performance in the College may be requested from colleagues at the College,
- Submission of five representative reprints of the candidate's scholarly publications or works,
- Documentation of continuing effectiveness and accomplishment as a clinical teacher, together with satisfactory achievement in scholarly activity as evidenced by the publication of original articles or reviews in professional publications, or a lifetime of achievement in their chosen professional field, and
- Recognition as an outstanding clinician as evidenced by a state-wide pattern of clinical referrals and/or a national reputation for clinical excellence and/or holding leadership office in professional or learned societies at the state or national level and/or evidence of equivalent recognition of extraordinary clinical skill and effectiveness.

Recommendations for appointment or promotion to this rank are reviewed by both Department and College Appointment, Promotion and Tenure Committees. In order to assess whether an individual's contributions meet the above criteria, the quality of their achievement in the activities shown on the reverse side of this page are considered. Meaningful letters from independent reviewers that address these criteria and document the candidate's professional standing and reputation within the larger academic community provide invaluable input to these deliberations.
UNIVERSITY OF SOUTH FLORIDA MORSANI COLLEGE OF MEDICINE

CRITERIA FOR APPOINTMENT OR PROMOTION TO THE RANK OF

PROFESSOR - SCIENTIST EDUCATOR PATHWAY

The following criteria must ordinarily be met for appointment or promotion to this rank:

- A minimum of five years of continuous and productive accomplishment as an Associate Professor at the University, or the equivalent.
- Collegiality and participation as a citizen of the University and the College.
- Contributions in the area of service to the College or University, their profession and/or the community.
- Board or professional certification in their specialty, if applicable, or equivalent.
- Submission of five representative reprints of the candidate’s scholarly publications or works.
- Establishment of a regional reputation as an educational authority in a basic science or related discipline as an outstanding teacher, as evidenced by student and faculty peer comparative evaluations and documented achievements, and by at least three (3) independent external letters of review and up to two (2) letters attesting to performance in the College from colleagues at the College and University.
- Documentation of continuing effectiveness and outstanding accomplishment as a teacher, together with a minimum of strong achievement in scholarly activity.
- Recognition of outstanding educational accomplishment, as evidenced by having established a national reputation through peer reviewed educational publications, creative works, educational grant awards, and being sought out for educational consultation by colleagues, membership in the teaching academy, and/or holding leadership in a professional or learned society, and/or serving as a contributor for test item writing for the National Board of Medical Examiners in related disciplines and/or the demonstration of an equivalent level of skill and qualification in other related areas.

Recommendations for appointment or promotion to this rank are reviewed by both Department and College Appointment, Promotion and Tenure Committees. In order to assess whether an individual’s contributions meet the above criteria, the quality of their achievement in the activities shown on the reverse side of this page are considered. Meaningful letters from independent reviewers that address these criteria and document the candidate’s professional standing and reputation within the larger academic community provide invaluable input to these deliberations.
UNIVERSITY OF SOUTH FLORIDA MORSANI COLLEGE OF MEDICINE

CRITERIA FOR APPOINTMENT OR PROMOTION TO THE RANK OF

PROFESSOR

RESEARCH SCIENTIST PATHWAY

COLLABORATIVE RESEARCH SCIENTIST PATHWAY

The following criteria must ordinarily be met for appointment or promotion to this rank:

- A minimum of five years of continuous and productive accomplishment as an Associate Professor at the University, or the equivalent,
- Collegiality and participation as a citizen of the University and the College,
- Contributions in the area of service to the College or University, their profession and/or the community,
- Board or professional certification in their specialty, if applicable, or equivalent,
- Submission of five representative reprints of the candidate's scholarly publications or works,
- Establishment of a reputation as an authority in the individual’s chosen field as an original or collaborative investigator with a focused or collaborative area of independent research accomplishment, and by at least five independent external letters of review, and
- Demonstration of outstanding accomplishment in research and scholarly activity including the demonstration of independent extramural funding or collaborative extramural funding as a principal investigator or collaborative co-investigator.

Recommendations for appointment or promotion to this rank are reviewed by both Department and College Appointment, Promotion and Tenure Committees. In order to assess whether an individual's contributions meet the above criteria, the quality of their achievement in the activities shown on the reverse side of this page are considered. Meaningful letters from independent reviewers that address these criteria and document the candidate's professional standing and reputation within the larger academic community provide invaluable input to these deliberations.
UNIVERSITY OF SOUTH FLORIDA MORSANI COLLEGE OF MEDICINE

CRITERIA FOR TENURE

The granting of tenure is based on a consistent record of achievement and contribution in teaching, scholarship and service that indicates that the individual is likely to contribute productively to the mission of the College during the remainder of his or her career. Because the decision projects lifetime performance from the first years of a faculty member’s career, tenure is awarded only as a result of careful assessment over a period of time sufficient to judge the faculty member’s documented accomplishments, ability, and future productivity.

The minimum standard for tenure involves documented evidence of outstanding performance in either teaching (classroom, laboratory or clinical) or research/creative activity, with strong performance in the other, together with satisfactory achievement in professional, public, or clinical service and evidence of collegiality and participation as a citizen of the University and College. The specific criteria that must be met for the award of tenure are as follows:

- **Teaching**: The candidate must be an effective teacher, whether at the departmental or discipline level. Effective teaching requires a thorough knowledge of the subject, the ability to present material in a clear fashion, and the ability to work with, motivate, and serve as a positive role model for students. Evaluations of the candidate's teaching by students, trainees, or resident physicians are a required part of the review.

- **Research/Creative Activity**: The candidate must have established an independent program of research/creative activity which adds substantively to the body of knowledge within the discipline, as evidenced through peer-reviewed publications in nationally recognized journals, awards of competitive grants, and invited national or international presentations. The candidate's contributions must be judged against the national standards in their discipline, focusing on the significance of the work and the quality of the contribution made, rather than on the quantity of publications.

- **Service**: Candidates must have a record of service to the University, College, their profession, and/or the external community. Service must relate to the basic mission of the University and capitalize on the faculty member's professional expertise. The normal service activities associated with good citizenship are not usually evaluated as part of the tenure and promotion process.

- **Academic Needs**: Tenure primarily reflects recognition of a faculty member's importance to the future of the University. The awarding of tenure is based on consideration of the anticipated needs of the academic program for the foreseeable future, not just on the individual's professional accomplishments. A decision not to award tenure is not solely a judgment of professional or academic competence, as not all accomplishments meet the specific standards necessary for tenure, nor are all of those who meet such standards automatically fitted to serve the needs of the University's programs.
UNIVERSITY OF SOUTH FLORIDA MORSANI COLLEGE OF MEDICINE

CRITERIA FOR TENURE OF TITLE

Clinician Educator: Tenure of Title may be awarded to a faculty member whose scope of duties for the College and USF Health are primarily clinical or patient care who, in the opinion of the College (a) has shown sustained excellence in scholarly activity, teaching and professional/collegiate service; (b) has achieved national recognition in their field by professional office, awards, and/or recognition in their discipline; (c) has demonstrated clinical work productivity by exceeding collegiate and national benchmarks for their discipline; and (d) who is judged capable of continuing such activity over the balance of his or her career. Tenure of title is only available to faculty members with the rank of associate professor or professor for clinician educators. Tenure of title shall require a minimum of seven (7) years of outstanding performance at this University College of Medicine for eligibility for consideration for recommendation in the customary format through the annual collegiate promotion and tenure process with documentation and criteria enumerated in Section 6 substantially the same as required for all faculty.

Scientist Educator: Tenure of Title may be awarded to a faculty member whose scope of duties for the College and USF Health are primarily educational with educational scholarship who, in the opinion of the College (a) has shown sustained excellence in scholarly activity, teaching and professional/collegiate service; (b) has achieved national recognition in their field by professional office, awards, and/or recognition in their discipline; (c) has demonstrated sustained excellence in student and peer teaching evaluations by exceeding collegiate benchmarks for their discipline; and (d) who is judged capable of continuing such activity over the balance of his or her career. Tenure of title is only available to faculty members with the rank of associate professor or professor for scientist educators. Tenure of title shall require a minimum of seven (7) years of outstanding performance at this University College of Medicine for eligibility for recommendation in the customary format through the annual collegiate promotion and tenure process with documentation and criteria enumerated in Section 6.2 and 6.3 in substantially the same manner as required for all faculty.

Research Scientist: Tenure of Title may be awarded to a faculty member whose scope of duties for the College and USF Health are primarily research and scholarly activities supported by extramural research funding who, in the opinion of the College (a) has shown sustained excellence in scholarly activity, research productivity, and professional/collegiate service; (b) has achieved national recognition in their field by professional office, research grant awards, and/or recognition in their discipline; (c) has demonstrated sustained excellence in research recognition through publication in peer reviewed journals and research grant support (d) who is judged capable of continuing such activity over the balance of his or her career. Tenure of title is only available to faculty members with the rank of associate professor or professor for research scientist. Tenure of title shall require a minimum of seven (7) years of outstanding performance at this University College of Medicine for eligibility for recommendation in the customary format through the annual collegiate promotion and tenure process with documentation and criteria enumerated in Section 6.2 and 6.3 in substantially the same manner as required for all faculty.
Assessment of Scholarly Activity

Scholarly activity includes basic and applied research, published works, creation of innovative teaching and clinical materials or procedures, and other original contributions to the health science knowledge base, such as:

- Authorship of publications in scholarly, peer-reviewed journals
- Authorship/editorship of scholarly books, chapters and non-print materials (e.g. video)
- Authorship of other scholarly publications
- Principal investigator of peer-reviewed, externally funded research grants
- Principal investigator of other funded research grants
- Co-investigator of peer-reviewed, funded research grants
- Editor or editorial board member of scientific journals
- Membership on national/state research peer-review panels
- Manuscript reviewer for scientific journals
- Officer of national/international scientific societies
- Unsolicited invitations to present research findings at other institutions or at national/international professional or scientific meetings
- Frequency of citations
- Scientific honors and awards
- Service on national research committees and task forces
- Demonstration of initiative and sustained activity as independent researcher
- Publication of clinical observations, reviews, investigations, computer programs or contributions dealing with new clinical insights, improved methods of diagnosis and treatment and more effective delivery systems
- Publication of educational innovations, including curriculum development and new teaching materials
- Election to membership or fellowship in prestigious scholarly societies, advisory groups or study sections
- Other evidence of original contributions to the health science knowledge base

Assessment of Teaching

Teaching includes instructional activities in the classroom or clinical setting that involve Medical Students, Residents, Fellows, Continuing Professional Education, Graduate Students and Public Education. It also includes participation in didactic lectures, presentations and discussions at Grand Rounds, seminars, workshops, journal clubs, research meetings, supervisory sessions, and laboratory and clinical training.

- Teaching effectiveness evidenced by mastery of both content and method, documented by student and faculty evaluations
- Innovation in teaching methods and production of texts or educational software
- Responsibility for design, organization, coordination and evaluation of a high quality course or series of lectures
- Responsibility for successful curriculum innovation and design
- Unsolicited invitations to teach at other institutions
- Thesis or dissertation advisement
- Achievement of graduate students
- Award of training grant
- Ability to attract students to electives
- Teaching award
- Informal influence on student growth and development
- Effective participation in research training
- Invitations to direct or teach in programs of professional societies and CME courses
- Serving as an effective mentor for junior faculty
- Serving as an exemplary clinical or research role model for trainees
- Demonstration of ability to communicate enthusiasm, stimulate students, keep abreast of new developments and exhibit a scholarly approach to learning

Assessment of Clinical Care

Clinical care involves the provision of professional health care services to patients at the College’s clinics and affiliated institutions, either in connection with the faculty’s teaching responsibilities or as a means of maintaining their clinical skills.

- Recognition as an outstanding clinician as evidenced by a state-wide pattern of clinical referrals and/or reputation for clinical excellence
- Recognition of superior clinical accomplishments as evidenced by being sought out for consultation by colleagues
- Holding leadership role in an affiliated hospital or healthcare organization, or recognized achievement on behalf of such an organization
- Membership or fellowship in elected professional organization that denotes high level of clinical competency
- Board certification/recertification in specialty, and sub-specialty where applicable, or equivalent

Assessment of Service

Service activities include service to the department, College and University or to the faculty member’s local, state, national, professional or academic communities.