

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 Service

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

- Recognized achievement in administration and/or leadership at department, College or University level
- Recognized achievement as member of department, College or University committee
- Continuing and effective consultation and service to local, state, regional, national or international organizations
- Provision of continuing and effective counseling and guidance services for students
- Holding leadership office in professional or learned societies at state, national or international level
- Serving as examiner for recognized specialty board, or the equivalent
- Serving on civic organizations concerned with health care issues at local, state, national or international level

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