

AIMS 2006/07 5/31/2006 30-35% 2006/07 5/31/2006 50-60% 20-25% 10% 3-5% * * 2%

Targets

NAME	FTE	INSTR	FUNDED RESEARCH	UNFUNDED SCHOLARSHIP	SERVICE ADMIN	CLINICAL OTHER	TOTAL
Quillen	1	0.04	0.2	0	0.04	0	0.02
Swisher	1	0.4	0	0.1	0.15	0	0.02
Page	0.6	0.2	0	0.1	0.12	0	0.02
TBD	1	0.6	0	0.25	0.13	0	0.02
Wilson	1	0.6	0.25	0.1	0.03	0	0.02
Maitland	1	0.5	0.3	0.1	0.08	0	0.02
Shaw	1	0.6	0.1	0.1	0.18	0	0.02
Rockefeller	1	0.6	0	0.25	0.13	0	0.02
Musolino	1	0.5	0	0.1	0.13	0	0.02
Stephenson	1	0.7	0	0.1	0.13	0	0.02
Evitt	1	0.6	0	0.25	0.08	0.1	0.02
Highsmith	1	0.08	0.9	0	0.13	0	0.02
Newman	1	0.1	0	0	0	0	0.02
Lovejoy	1	0.1	0	0.05	0.08	0.5	0.02
Dary	1	0.1	0	0.05	0.05	0.78	0.02
TBD	1	0.1	0	0.05	0.05	0.78	0.02
Totals	15.6	5.82	1.75	1.65	1.43	2.94	0.32
Avail Hrs	28704	10708.8	3220	3036	2631.2	5409.6	588.8
					3109.6		28704

School of Physical Therapy – AIMS Interpretive Comments

Instructional evaluations should include, but may not be limited to, consideration of the following issues.

Level of involvement: Course director, contributions to curriculum development, planning, lectures, group discussions, examinations, student reports, advising.

Assignments: What did the faculty member do compared to what he/she was assigned?

Material taught: Was it appropriate, accurate and current?

Effectiveness of teaching skills and methods used: Handouts, visual aids, organization of material, devices to maintain interest and attention.

Rank and experience: Professors and Associate Professors ordinarily would be expected to carry heavier teaching loads than Assistant Professors. -

Student evaluations: Course directors should make these available to the Committee.

Effort to improve teaching skills: This includes responsiveness to suggestions for improvement and attendance at workshops, seminars and symposia on teaching.

Supervision of student(s) on research rotation through the faculty member's laboratory

Approachability by students: Is the faculty member available and does he/she receive students with genuine concern for them and their learning experience?

Collegiality: How well does the faculty member interact with other faculty and integrate his/her teaching expertise and effort into the overall teaching programs of the Department?

Involvement in teaching of medical students, residents and postdoctoral fellows

Involvement in Continuing Professional Education courses

Research evaluation should include, but may not be limited to consideration of the following issues.

Grants received and grant applications: dollar amount (TDC), priority scores of non-funded applications, and availability of research funding in the U.S. and Florida.

Publications: Peer-reviewed articles are weighted more than book chapters and review articles; journal impact factor and relative contribution of faculty member to multi-authored publications should be considered.

Ongoing research in the faculty member's laboratory: The nature and potential of the project(s) should be considered.

Research collaborations: This should include ongoing collaborations and attempts to establish new collaborative arrangements that would help support research.

Service on Doctoral or Advisory Committees: Committee Chair or regular member; oversight of student's dissertation or directed research projects.

Supervision of student(s) on research rotation through the faculty member's laboratory.

Attempts to improve competitiveness and productivity: includes learning new research methods, gathering preliminary data to support grant applications, attending symposia and workshops,

Collegiality: How well does the faculty member interact with other faculty to foster and enhance research in the Department?

Rank and experience

Invited presentations and symposia

Service Evaluation should include, but may not be limited to consideration of the following issues.

Membership on committees and councils: The level of involvement (Chair or regular member) and the level of the committee/council within the organizational structure of the institution (University, College or Departmental level) should

Service on peer-review groups of granting agencies

Membership on editorial boards and service as manuscript reviewer for scientific journals

Participation in professional societies: Offices held and the level of involvement in the official activities of societies should be considered.

Participation in special programs of value to the community: Examples include serving as judge at science fairs, participants in the QUEST Program or the Apprentice Program for Minorities.

Rank and experience

College of Medicine, School of Physical Therapy Minimum Standards
 Targets For Percent of Effort 1.0 Available FTE – Faculty (5-20-06)

CATEGORY	Minimum COM Ranked COLLEGE- WIDE	Target SPT Ranked Faculty	Target SPT Non- Ranked Faculty	Target SPT Clinician Faculty
Instruction	5%	50-60%	70%	10%
Research/Scholarly Activity	5%	20-25%/10%	10%	5%
Service/Governance	3%	3-5%	5-8%	5%
Administration	0%	*	*	*
Clinical Care	*	*	10%	78%#
Other (Professional Development or Leave of Absence with Pay)	2%	2%	2%	2%

Note: The minimum required workweek for 1.00 FTE Faculty is 40 hours; faculty are expected to work the number of hours necessary to accomplish their assigned responsibilities. The minimum workyear is 46 weeks or 1840 hours. *Not applicable to Basic Science faculty. #Clinical Faculty assignment will include patient care with and without students or housestaff and will be benchmarked against national/regional physical therapy productivity standards.

School of Physical Therapy Clinical Faculty Performance Requirements 5/20/2006

WORK CATEGORY (refer to definitions page)	Satisfactory (Standard Requirements Irrespective of Pathway)	Strong (Incentive Award Eligibility)	Outstanding (Bonus Award Eligibility)*
<p>Instruction (COM 5% Minimum Effort - SPT 10% Target Effort) Medical student instruction (Category 10)</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>
<p>Graduate/Other (Category 13)</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>
<p>Thesis/Dissertation (Category 14)</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>
<p>Other instructional effort (Category 15) A. Classroom</p>	<p>A. Teaching in DPT curriculum equivalent to at least 10% available FTE assignment with at least Satisfactory (>or = 3.0)(1-5 scale) on student and peer evaluations.</p>	<p>A. Teaching in DPT curriculum equivalent to at least 10% available FTE assignment with at least Strong (>or = 4.0)(1-5 scale) on student and peer evaluations.</p>	<p>A. Teaching in DPT curriculum equivalent to at least 10% available FTE assignment with at least Outstanding (>or = 4.5)(1-5 scale) on student and peer evaluations.</p>
<p>B. Other</p>	<p>B. Teaches objectives of assigned courses without major revision. Participates in faculty curriculum retreat and curriculum evaluation. Relative to assignment, quality of course materials is evaluated as satisfactory through multiple sources of evaluation including student and peer review.</p>	<p>B. Designs new course or curriculum material. Produces improvements in assigned courses. Responds to Curriculum Committee requests for course changes. Serves on departmental Curriculum Committee. Relative to assignment, quality of course materials is evaluated as strong Relative to assignment, quality of course materials is evaluated as satisfactory through multiple sources of evaluation including student and peer review.</p>	<p>B. Leadership in the development, evaluation or revision of professional curriculum or new course materials. Relative to assignment, quality of course materials is evaluated as satisfactory through multiple sources of evaluation including student and peer review.</p>

Research/Scholarly Activity (COM 5% Minimum Effort - SPT 5% Target Effort for Clinical Faculty, Not > 10% Unfunded)			
Sponsored Research (Category 20)	NA	NA	NA
Departmental Research/Scholarship (Category 22)	(a) Publishes or presents at least 1 scholarly work annually in University, area or national forum or (b) Develops at least 1 evidence-based treatment protocol (post-surgical or pathology specific) independently or in association with other COM faculty for clinical use or (c) Presents at least 1 evidence-based literature review at Journal Club.	(a) Publishes or presents at least 2 scholarly works annually in University, area or national forum or (b) Develops at least 2 evidence-based treatment protocols (post-surgical or pathology specific) independently or in association with other COM faculty for clinical use or (c) Presents at least 2 evidence-based literature reviews at Journal Club.	(a) Publishes or presents more than 2 scholarly works annually in University, area or national forum or (b) Develops more than 2 evidence-based treatment protocols (post-surgical or pathology specific) independently or in association with other COM faculty for clinical use or (c) Presents more than 2 evidence-based literature reviews at Journal Club.
Service (COM 3% Minimum Effort - SPT 3-5% Target Effort)			
Public Service (Category 30)	Serves the community, state or nation to advance the discipline and participates on at least one School of Physical Therapy, college or university committee.	Participation in one or more major professional societies, and/or member of peer-review committee for a local granting agency or reviewer for a scientific journal and/or participates in 2 School, University-wide or College-wide committees.	Hold elected or appointed office in one or more major professional societies and/or member of a research peer review committee and/or Chair or active role on one or more School, University-wide or College-wide committees.
Administration (COM 0% Minimum Effort - SPT *)			
	as per assignment	as per assignment	as per assignment
Clinical Care - (SPT Target 75%)	65% Productivity = 3847 UOS	75% Productivity = 4439 UOS	85% Productivity = 5031 UOS
Other (COM 2% Minimum Effort - SPT *)			
Leave (Category 60A) or Professional Development (Category 60B)	Spend at least one week per year devoted to professional participation at meetings, training programs, workshops or equivalent,	Participation in meetings, training programs, workshops or equivalent for professional development,	Participation in meetings, training programs, workshops or equivalent or professional development.

School of Physical Therapy Non-Ranked Faculty Performance Requirements 5/20/2006

WORK CATEGORY (refer to definitions pages)	Satisfactory (Standard Requirements Irrespective of Pathway)	Strong (Incentive Award Eligibility)	Outstanding (Bonus Award Eligibility)*
<p>Instruction (COM 5% Minimum Effort - SPT 60-70% Target Effort) Medical student instruction (Category 10)</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>
<p>Graduate/Other (Category 13)</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>
<p>Thesis/Dissertation (Category 14)</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>	<p>Not applicable unless assigned by the Director of the SPT.</p>
<p>Other instructional effort (Category 15) A. Classroom</p>	<p>A. Course coordination and/or teaching in DPT curriculum equivalent to at least 60% available FTE assignment with at least Satisfactory (>or = 3.0)(1-5 scale) on student and peer evaluations.</p>	<p>A. Course coordination and/or teaching in DPT curriculum equivalent to at least 65% available FTE assignment with at least Strong (>or = 4.0)(1-5 scale) on student and peer evaluations.</p>	<p>A. Course coordination and/or teaching in DPT curriculum equivalent to at least 70% available FTE assignment with at least Outstanding (>or = 4.5)(1-5 scale) on student and peer evaluations.</p>
<p>B. Other</p>	<p>B. Teaches objectives of assigned courses without major revision. Participates in faculty curriculum retreat and curriculum evaluation, Relative to assignment, quality of course materials is evaluated as satisfactory through multiple sources of evaluation including student and peer review.</p>	<p>B. Designs new course or curriculum material. Produces improvements in assigned courses. Responds to Curriculum Committee requests for course changes. Serves on departmental Curriculum Committee. Relative to assignment, quality of course materials is evaluated as strong through multiple sources of evaluation including student and peer review.</p>	<p>B. Leadership in the development, evaluation or revision of professional curriculum or new course materials. Relative to assignment, quality of course materials is evaluated as strong through multiple sources of evaluation including student and peer review.</p>

Research/Scholarly Activity (COM 5% Minimum Effort - SPT 10% Target Effort, Not > 10% Unfunded))			
Sponsored Research (Category 20)	NA	NA	NA
Departmental Research/Scholarship (Category 22)	Publishes or presents 1 refereed scholarly work annually in a national forum.	Publishes or presents 2 refereed scholarly works annually in a national forum.	Publishes or presents more than 2 refereed scholarly works annually in a national forum.
Service (COM 3% Minimum Effort - SPT 5-8% Target Effort)			
Public Service (Category 30)	Serves the community, state or nation to advance the discipline and participates on at least one School of Physical Therapy, college or university committee	Participation in one or more major professional societies, and/or member of peer-review committee for a local granting agency or reviewer for a scientific journal and/or participates in 2 School, University-wide or College-wide committees	Hold elected or appointed office in one or more major professional societies and/or member of a research peer review committee and/or Chair or active role on one or more School, University-wide or College-wide committees
Administration (COM 0% Minimum Effort - SPT *)			
	as per assignment		as per assignment
Clinical Care - SPT Target 10%			
	65% Productivity -	70% Productivity -	75% Productivity -
Other (COM 2% Minimum Effort - SPT *)			
Leave (Category 60A) or Professional Development (Category 60B)	Spend at least one week per year devoted to professional participation at meetings, training programs, workshops or equivalent,	Participation in meetings, training programs, workshops or equivalent for professional development,	Participation in meetings, training programs, workshops or equivalent (or professional development).