



UNIVERSITY OF SOUTH FLORIDA MORSANI COLLEGE OF MEDICINE

CRITERIA FOR APPOINTMENT TO THE RANK OF

ASSOCIATE PROFESSOR

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.



UNIVERSITY OF SOUTH FLORIDA MORSANI COLLEGE OF MEDICINE

CRITERIA FOR APPOINTMENT OR PROMOTION TO THE RANK OF

ASSOCIATE PROFESSOR – TENURE-EARNING 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, 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, and
- 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.

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 - 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.

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 – 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.



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.