Creighton University
School of Medicine
Guidelines for Rank- May 2005

Clinician-Educator Faculty Category
Associate Professor

Teaching Performance
1. Demonstrates competency in knowledge and skill in teaching evidenced by student or peer evaluations.
2. Demonstrates clinical excellence through continued learning from continuing education presentations, clinical practice, and/or periodic clinical skills reassessment.
3. Supports innovative and effective teaching methods, approaches and evaluations, and participates in the implementation of course and curriculum development.
4. Serves as a mentor for student academic activity.
5. Serves as a mentor to junior staff (including faculty members, post-doctoral research fellows, clinical fellows).

Scholarly Performance
Tenure-track
1. Holds a terminal degree and maintains appropriate specialty certification.
2. Participates in scholarly investigation (basic or clinical, including outcome study, medical education study, or case study).
3. Makes presentations at regional meetings on the average of at least once every year.
4. Develops and maintains a scholarly focus and maintains regionally-recognized scientific and/or technical competence.
5. Develops and/or teaches in a continuing education program on the average of at least once every year.
6. Is a primary, senior, or corresponding author of scholarly publications an average of at least once every other year in a major nationally-recognized refereed (peer-reviewed) journal or online publication (indexed by NLM [PubMed] or similarly recognized organization); editorship of book or authorship of book chapter or book is also acceptable.
7. Is a reviewer for scholarly material (refereed journal, grants, studies, scientific meeting abstracts).

Non-tenure-track
1. Holds a terminal degree and maintains appropriate specialty certification.
2. Makes presentations at regional meetings on the average of at least once per year.
3. Develops and maintains a scholarly focus and maintains regionally-recognized scientific and/or technical competence.
4. Is an author of some scholarly publications including articles, books, and book chapters.
5. Develops and/or teaches in continuing education program on the average of at least once every year.

Service Performance
1. Clinical service: excels in clinical care and service to patients; devotes major portion of time to clinical service activities; collaborates with other health care providers to facilitate optimal patient care; serves important roles in development and implementation of clinical programs; regional recognition for clinical expertise; mentors junior faculty, residents/fellows, and students in clinical service activities.
2. Demonstrates involvement in the implementation and support of department/school goals, mission, policies and procedures, and serves on University and/or School of Medicine committees.
3. Participates in School of Medicine ceremonies and events.
4. Maintains membership in appropriate professional organizations, attends appropriate local, state, national and/or international meetings, and contributes to the leadership or organizational activities of appropriate professional societies.
5. Participates in community service.