Teaching-Research Faculty Category (Basic Sciences)
Associate Professor

Teaching Performance
1. Demonstrates competency in knowledge and skill in teaching as evidenced by student or peer evaluations.
2. Assumes responsibility for management of classroom and/or laboratory courses, provides leadership in course development and implementation as well as curriculum development, and develops innovative teaching materials and/or methods.
3. Supervises students with independent studies and special projects.
4. Serves as an academic advisor and mentor to students.
5. Serves as a mentor to junior staff (including faculty members, post-doctoral research fellows).

Scholarly Performance
1. Holds a terminal degree.
2. Secures as principal investigator nationally-recognized external peer-reviewed funding (preferably Federal) for support of scholarly or other creative activity.
3. Is a primary, senior, or corresponding author of scholarly publications an average of at least once every 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 could also be acceptable.
4. Presents results of scholarly or other creative activity at national, or regional, meetings an average of at least once every year.
5. Maintains continued technical/scientific competence in his/her discipline, and is regionally-recognized as an expert in his/her discipline.
6. Is an active participant in accredited educational programs.

Service Performance
1. Serves as a consultant and/or speaker in his/her area of expertise.
2. Actively contributes to the implementation of department/school goals, mission, policies and procedures, and demonstrates active participation on committees within the Department, School of Medicine, and/or the University.
3. Participates in University and School of Medicine ceremonies and events.
4. Demonstrates active participation in appropriate professional organizations and attends appropriate local, state, national and/or international meetings.
5. Participates in community service.