Teaching-Research Faculty Category (Clinical Sciences)
Associate Professor

Teaching Performance:
1. Demonstrates competency in knowledge and skill in teaching as 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. Develops a scholarly focus, maintains regionally-recognized scientific and/or technical competence, and conducts funded scholarly investigation (basic or clinical, including outcome study or case study); makes continuing efforts to secure external funding for support of scholarly or other creative activity.
3. Makes presentations at research-oriented regional meetings on the average of at least once per year.
4. Develops and/or teaches in a continuing education program on the average of at least once every year.
5. 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 is also acceptable.
6. 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. Develops a scholarly focus, maintains regionally-recognized scientific and/or technical competence, and conducts scholarly investigation (basic or clinical, including outcome study or case study).
3. Makes presentations at research-oriented regional meetings on the average of once per year.
4. Develops and/or teaches in a continuing education program on the average of at least once every year.
5. 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.
6. Is a reviewer for scholarly material (refereed journal, grants, studies, scientific meeting abstracts).

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; important roles in development and implementation of clinical programs; regional recognition for clinical expertise; mentoring 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 and 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.