

PROFESSOR (Tenure Track):

Applicant:

General Guidelines

- _____ Distinguished performance and maturity as an Associate Professor, generally **3-5 years at this rank.**
- _____ Academic **credentials congruent with the expectations** of the school or department.
- _____ An **established reputation** that is derived from **national or international Peer recognition.**
- _____ Sustained **scholarly productivity** in at least **two of the three academic activities:** teaching, research, and service.
- _____ **Sustained scholarly achievement** reflected in peer recognition of works from original research, clinical observations, educational programs, etc.
- _____ **Board certification** or its equivalent, if pertinent.

Teaching

- _____ **Sustained and outstanding performance** of the examples cited for the Associate Professor level.
- _____ **Leadership through design, organization, coordination, and evaluation of a course or courses** (undergraduate, graduate, or continuing education); **administrative responsibility** at the school or departmental level for curriculum; supervision of staff teaching within a course, department, or school.
- _____ Invitations as **visiting professor** at other institutions.
- _____ Responsibility for **student guidance and counseling** regarding program planning and general curricular activities, as well as consultation to student organizations and groups within and outside of the Health Science Center.
- _____ **Sustained recognition as an exemplary scientist, teacher, or clinician** whose activities can be documented as providing an outstanding role model for students.
- _____ **Publication** of educational works in relevant journals.
- _____ Interdisciplinary teaching.

Research

- _____ Is senior or responsible **author of papers** published in referred professional journals or other media (books, papers, etc.).
- _____ Receives **grants or other monies as a principal investigator** for research.
- _____ Invitations to **participate** at national or international **professional or scientific meetings.**
- _____ Invitations to **preside over sessions** at national or international professional or scientific meetings.
- _____ **Recognition for excellence in research** by professional or scientific institutions or organizations.
- _____ **Serves as Chair of thesis or dissertation** on committees.
- _____ Collaborative team-based research activities.
- _____ **Technology Development (Patents)**

Service

- _____ **Appointment to responsible positions** within the institution or its affiliates (chairs a committee, department, or division; program director; membership on major decision-making Health Science Center **committees**).
- _____ **Recognition as an authority by other schools and departments** within the Health Science Center and by local, state, **regional, or national organizations or institutions.**
- _____ Senior **staff responsibility** for a service or **specific area of patient care or clinical teaching.**
- _____ **Consultant** to, or serves on, government **review committees, study sections;** or other national review panels.
- _____ Serves as an **officer or committee chair** in professional or scientific **organizations.**
- _____ Serves on **editorial boards** of professional or scientific journals.
- _____ **Election to responsible positions** on civic **boards or organizations** concerned with health care issues at the local, state, regional, national, or international levels.

ASSOCIATE PROFESSOR (Tenure Track):

Applicant:

General Guidelines

- _____ A minimum of **three years in the rank of Assistant Professor** or equivalent.
- _____ Academic **credentials congruent with the expectations** of the school and department.
- _____ Developing **peer recognition** that is reflected by and **emerging national reputation**.
- _____ Evidence of **scholarly achievement** reflected in **peer recognition** of works from original research, clinical observations, educational programs, etc.
- _____ **Significant scholarly accomplishments** in at least two of the three academic activities: teaching, research, and service.
- _____ **Board certification** or its equivalent, if pertinent.

Teaching

- _____ Is **effective as a teacher, evidenced by mastery of both content and method** and documented by student and faculty evaluation.
- _____ Is **responsible for design, organization, coordination, and evaluation** of a course or series of lectures.
- _____ Is recognized as an **exemplary scientist or clinician** whose teaching activities can be documented as providing an **outstanding role model for students**.
- _____ Demonstrates **effectiveness** in the development and/or presentation of **continuing education or other professional programs** including invited presentations.
- _____ Is effective as a **supervising professor for M.S. or Ph.D. students**.
- _____ Demonstrates **innovation in teaching methods** and **production of texts** or educational "software."
- _____ Participates in **student guidance and counseling**.
- _____ Interdisciplinary teaching.

Research

- _____ Demonstrates **initiative, independence, and sustained activity in research**.
- _____ **Publishes research findings** and scholarly papers in professional journals; publications in refereed journals are considered more significant.
- _____ **Presents research and scholarly findings** at professional meetings.
- _____ **Obtains grants or other monies for research** or other scholarly activities.
- _____ **Serves on thesis or dissertation committees** or Health Science Center research review boards.
- _____ Demonstrates support of **interdisciplinary research**.
- _____ Collaborative team-based research activities.
- _____ Technology Development (Patents)

Service

- _____ Provides **staff responsibility** for a service or **specific area of patient care or clinical teaching** for which peer recognition can be documented.
- _____ **Serves on committees** within the department, school, Health Science center, and/or affiliated institutions.
- _____ **Provides consultation or service to other departments or schools** within the Health Science Center and to local, State, regional, or national organizations that seek or benefit from the candidate's expertise.
- _____ **Serves on extramural grant review committees or editorial boards** of scientific or professional journals.
- _____ Performs a **key administrative role in patient care, research, or teaching** activities within a department or division.
- _____ Provides **service to the professional or lay community through education, consultations, or other roles**.

PROFESSOR (Non-Tenure Track):

Applicant:

General Guidelines

- _____ Distinguished performance and maturity as an Associate Professor, generally **3-5 years at this rank.**
- _____ Academic **credentials congruent with the expectations** of the school or department.
- _____ An **established reputation** that is derived from **substantive extramural peer recognition.**
- _____ Sustained **scholarly activity or significant accomplishments in at least one** of the three activities: teaching, research, and service.
- _____ **Board certification** or its equivalent, if pertinent.

Teaching

- _____ **Sustained and outstanding performance** of the examples cited for the Associate Professor level.
- _____ **Leadership through design, organization, coordination, and evaluation of a course or courses; administrative responsibility** at the school or departmental level for curriculum; supervision of staff teaching within a course, department, or school.
- _____ Invitations as **visiting professor** at other institutions.
- _____ Responsibility for **student guidance and counseling** regarding program planning and general curricular activities, as well as consultation to student organizations and groups within and outside of the Health Science Center.
- _____ **Sustained recognition as an exemplary scientist, teacher, or clinician** whose activities can be documented as providing an outstanding role model for students.
- _____ **Publication** of educational works in relevant journals.
- _____ Interdisciplinary teaching.

Research

- _____ Is senior or responsible **author of papers** published in referred professional journals or other media (books, papers, etc.).
- _____ Receives **grants or other monies as a principal investigator** for research.
- _____ Invitations to **participate** at national or international **professional or scientific meetings.**
- _____ Invitations to **preside over sessions** at national or international professional or scientific meetings.
- _____ **Recognition for excellence in research** by professional or scientific institutions or organizations.
- _____ **Serves as Chair of thesis or dissertation** on committees.
- _____ Collaborative team-based research activities.
- _____ **Technology Development (Patents)**

Service

- _____ **Appointment to responsible positions** within the institution or its affiliates (chairs a committee, department, or division; program director; membership on major decision-making Health Science Center **committees**).
- _____ **Recognition as an authority by other schools and departments** within the Health Science Center and by local, state, **regional, or national organizations or institutions.**
- _____ Senior **staff responsibility** for a service or **specific area of patient care or clinical teaching.**
- _____ **Consultant to,** or serves on, government **review committees, study sections;** or other national review panels.
- _____ Serves as an **officer or committee chair** in professional or scientific **organizations.**
- _____ Serves on **editorial boards** of professional or scientific journals.
- _____ **Election to responsible positions on civic boards or organizations** concerned with health care issues at the local, state, regional, national, or international levels.

ASSOCIATE PROFESSOR (Non-Tenure Track):

Applicant:

<p>General Guidelines</p> <p>_____ A minimum of three years in the rank of Assistant Professor or equivalent.</p> <p>_____ Academic credentials congruent with the expectations of the school and department.</p> <p>_____ Developing reputation that is reflected by peer recognition within the Institution.</p> <p>_____ Significant scholarly accomplishments in at least one of the three academic activities: teaching, research, and service.</p> <p>_____ Board certification or its equivalent, if pertinent.</p>	
<p>Teaching</p> <p>_____ Is effective as a teacher, evidenced by mastery of both content and method and documented by student and faculty evaluation.</p> <p>_____ Is responsible for design, organization, coordination, and evaluation of a course or series of lectures.</p> <p>_____ Is recognized as an exemplary scientist or clinician whose teaching activities can be documented as providing an outstanding role model for students.</p> <p>_____ Is effective as a supervising professor for M.S. or Ph.D. students.</p> <p>_____ Demonstrates innovation in teaching methods and production of texts or educational "software."</p> <p>_____ Participates in student guidance and counseling.</p> <p>_____ Responsible for the development of continuing education or other professional programs, or is in an invited speaker.</p> <p>_____ Interdisciplinary teaching.</p>	
<p>Research</p> <p>_____ Demonstrates initiative, independence, and sustained activity in research.</p> <p>_____ Publishes research findings and scholarly papers in professional journals; publications in refereed journals are considered more significant.</p> <p>_____ Serves on thesis or dissertation committees or Health Science Center research review boards.</p> <p>_____ Presents research and scholarly findings at professional meetings.</p> <p>_____ Obtains grants or other monies for research or other scholarly activities.</p> <p>_____ Collaborative team-based research activities.</p> <p>_____ Technology Development (Patents)</p>	
<p>Service</p> <p>_____ Provides staff responsibility for a service or specific area of patient care or clinical teaching for which peer recognition can be documented.</p> <p>_____ Serves on committees within the department, school, Health Science center, and/or affiliated institutions.</p> <p>_____ Provides consultation or service to other departments or schools within the Health Science Center and to local, State, regional, or national organizations that seek or benefit from the candidate's expertise.</p> <p>_____ Serves on extramural grant review committees or editorial boards of scientific or professional journals.</p> <p>_____ Performs a key administrative role in patient care, research, or teaching activities within a department or division.</p> <p>_____ Provides service as a health educator for the community.</p>	

TENURE STATUS:

Applicant:

- Exceptional degree of professional competence and scholarly achievement
- Attitudes and intellectual qualities that make the individual a desirable and continuing member of the faculty
- Original accomplishments in research, teaching, and service
- Recognized as outstanding by one's peers, both within and outside the Health Science Center
- Sustained, superior level or performance in two of three academic activities
- Judged in terms of the mission of the particular academic component
- Outstanding accomplishments in teaching, research, and service
- Documented by letters from peers within the department/division
- Professional excellence should be recognized
- Local, state, national, and international level
- Unique value of the individual to this institution
- Outstanding, original work
- Recommendation from Department Chair
- Recommendation from Department P&T Committee

Comments: