**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.
<table>
<thead>
<tr>
<th>ASSOCIATE PROFESSOR (Tenure Track):</th>
<th>Applicant:</th>
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<tbody>
<tr>
<td><strong>General Guidelines</strong></td>
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<tr>
<td>A minimum of three years in the rank of Assistant Professor or equivalent.</td>
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<tr>
<td>Academic credentials congruent with the expectations of the school and department.</td>
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<tr>
<td>Developing peer recognition that is reflected by and emerging national reputation.</td>
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<td>Evidence of scholarly achievement reflected in peer recognition of works from original research, clinical observations, educational programs, etc.</td>
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<tr>
<td>Significant scholarly accomplishments in at least two of the three academic activities: teaching, research, and service.</td>
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<tr>
<td><strong>Teaching</strong></td>
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<tr>
<td>Is effective as a teacher, evidenced by mastery of both content and method and documented by student and faculty evaluation.</td>
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<td>Is responsible for design, organization, coordination, and evaluation of a course or series of lectures.</td>
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<td>Is recognized as an exemplary scientist or clinician whose teaching activities can be documented as providing an outstanding role model for students.</td>
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<tr>
<td>Demonstrates effectiveness in the development and/or presentation of continuing education or other professional programs including invited presentations.</td>
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<td>Is effective as a supervising professor for M.S. or Ph.D. students.</td>
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<td>Demonstrates innovation in teaching methods and production of texts or educational &quot;software.&quot;</td>
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<td>Participates in student guidance and counseling.</td>
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<td>Interdisciplinary teaching.</td>
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<tr>
<td><strong>Research</strong></td>
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<tr>
<td>Demonstrates initiative, independence, and sustained activity in research.</td>
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<tr>
<td>Publishes research findings and scholarly papers in professional journals; publications in refereed journals are considered more significant.</td>
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<td>Presents research and scholarly findings at professional meetings.</td>
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<td>Obtains grants or other monies for research or other scholarly activities.</td>
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<td>Serves on thesis or dissertation committees or Health Science Center research review boards.</td>
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<tr>
<td>Demonstrates support of interdisciplinary research.</td>
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<tr>
<td>Collaborative team-based research activities.</td>
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<tr>
<td>Technology Development (Patents)</td>
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<tr>
<td><strong>Service</strong></td>
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<tr>
<td>Provides staff responsibility for a service or specific area of patient care or clinical teaching for which peer recognition can be documented.</td>
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<td>Serves on committees within the department, school, Health Science center, and/or affiliated institutions.</td>
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<tr>
<td>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.</td>
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<tr>
<td>Serves on extramural grant review committees or editorial boards of scientific or professional journals.</td>
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<tr>
<td>Performs a key administrative role in patient care, research, or teaching activities within a department or division.</td>
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<tr>
<td>Provides service to the professional or lay community through education, consultations, or other roles.</td>
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</table>
**PROFESSOR (Non-Tenure Track):**

**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.

**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.
### 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 **reputation** that is reflected by peer recognition within the Institution.
- Significant scholarly accomplishments in at least one 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**.
- 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**.
- Responsible for the development of continuing education or other professional programs, or is in an invited speaker.
- 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.
- **Serves on thesis or dissertation committees** or Health Science Center research review boards.
- **Presents research and scholarly findings** at professional meetings.
- **Obtains grants or other monies for research** or other scholarly activities.
- **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 as a health educator for the community**.
### TENURE STATUS:

- 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

### Applicant:

### Comments:

Rev. 01/31/07