Teaching Performance

1. **Educational knowledge and skill:** Demonstrates competency in knowledge and skill in teaching as evidenced by student or peer evaluations.
2. **Engagement in teaching:** Assumes responsibility for implementation and management of classroom, laboratory, and/or clinical education.
3. **Educational innovation:**
   i. **Teaching methods:** Supports innovative and effective teaching methods, approaches and evaluations.
   ii. **Course development:** Assumes responsibility for the development of classroom, laboratory, and/or clinical courses.
   iii. **Curriculum development:** Assumes responsibility for curriculum development and implementation.
4. **Supervision and mentoring of students:**
   i. Serves as a mentor for student academic activity and/or an academic advisor for students.
   ii. Supervises students with independent studies and special projects.
5. **Mentoring:** Serves as a mentor to junior staff (especially post-doctoral research and clinical fellows).

Scholarly Performance

1. **Scholarly qualifications:**
   i. Holds a terminal degree (and, if relevant, maintains appropriate specialty certification).
   ii. Maintains scientific and/or technical competence that is regionally recognized as an expert in his/her discipline.
2. **Scholarly focus:** Develops and maintains a scholarly focus.
3. **Scholarly investigations:** Conducts as a sub-investigator, scholarly investigation (basic or clinical including outcome study, medical education study, or case study) and serves as a collaborator with other investigators.
4. **Publications:** In the past five years, has contributed to scholarly publications in a substantive way, for example, by being a primary, senior, or corresponding author of scholarly publications 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, on an average of once every other year.
5. **Presentations:** On the average of at least once per year, presents results of scholarly or other creative activity at meetings of a regional nature.
6. **Continuing education:** Presents at accredited continuing educational programs on an average of once every year.
7. **Peer review:** Is a reviewer for scholarly material (refereed journal, grants, studies, scientific meeting abstracts).
Clinical Service

1. **Maintenance of clinical competence:** Demonstrates clinical excellence through continued learning from continuing education presentations, clinical practice, and/or periodic clinical skills reassessment.

2. **Clinical engagement:**
   i. Excels in clinical care and service to patients, collaborating with other health care providers to facilitate optimal patient care.
   ii. Assumes responsibility for the development and implementation of clinical programs.

3. **Clinical mentoring:** Serves as a mentor for clinical service activities to students, residents and fellows.

4. **External Recognition:** Has attained recognition for clinical expertise that is regional.

Non-Clinical Service

1. **Consultancy:** Serves as a consultant his/her area of expertise.

2. **University service (including on committees):**
   i. Assumes responsibility in the development, implementation and support of goals, mission, policies and procedures of the Department, School and University.
   ii. Serves on committees in the Department and School of Medicine.
   iii. Participates in University and/or School of Medicine ceremonies and events.

3. **Professional service:**
   i. Attends appropriate local, state, national and/or international meetings.
   ii. Assumes responsibilities in appropriate professional organizations.

4. **Community service:** Assumes responsibilities in community service.