Teaching Performance

1. **Educational knowledge and skill**: Demonstrates excellence in knowledge and skill in teaching as evidenced by student or peer evaluations.
2. **Engagement in teaching**: Provides leadership for implementation and management of classroom, laboratory, and/or clinical education.
3. **Educational innovation**:
   i. **Teaching methods**: Develops innovative and effective teaching methods, approaches and evaluations.
   ii. **Course development**: Provides leadership for the development of classroom, laboratory, and/or clinical courses.
   iii. **Curriculum development**: Provides leadership 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 faculty.

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 nationally/internationally recognized as an expert in his/her discipline.
2. **Scholarly focus**: Assumes scholarly leadership roles at a national/international level.
3. **Scholarly investigations**: Develops and conducts as the primary 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 year.
5. **Presentations**: On the average of at least once per year, presents results of scholarly or other creative activity at meetings of a national/international nature.
6. **Continuing education**: Presents at accredited continuing educational programs on an average of once every year.
7. **Peer review**: Serves in a leadership role in the review process (e.g., editorial board, national grant review panel).

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. Provides leadership for the development and implementation of clinical programs.

3. **Clinical mentoring:** Serves as a mentor for clinical service activities to faculty members.

4. **External Recognition:** Has attained recognition for clinical expertise that is national and/or international.

**Non-Clinical Service**

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

2. **University service (including on committees):**
   i. Provides leadership in the development, implementation and support of goals, mission, policies and procedures of the Department, School and University.
   ii. Serves in a leadership role 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. Provides leadership in appropriate professional organizations.

4. **Community service:** Provides leadership in community service.