### CHARACTERISTICS OF VARIOUS ACADEMIC SERIES

<table>
<thead>
<tr>
<th>EVALUATION CRITERIA</th>
<th>REGULAR RANK</th>
<th>IN-RESIDENCE</th>
<th>CLINICAL X</th>
<th>HEALTH SCIENCES CLINICAL</th>
<th>ADJUNCT</th>
</tr>
</thead>
<tbody>
<tr>
<td>TEACHING</td>
<td>ESSENTIAL</td>
<td>ESSENTIAL</td>
<td>ESSENTIAL</td>
<td>ESSENTIAL</td>
<td>ESSENTIAL</td>
</tr>
<tr>
<td>RESEARCH</td>
<td>ESSENTIAL</td>
<td>ESSENTIAL</td>
<td>ESSENTIAL</td>
<td>CREATIVITY</td>
<td>VARIABLE</td>
</tr>
<tr>
<td>PROFESSIONAL COMPETENCE</td>
<td>ESSENTIAL</td>
<td>ESSENTIAL</td>
<td>ESSENTIAL</td>
<td>ESSENTIAL</td>
<td>VARIABLE</td>
</tr>
<tr>
<td>UNIVERSITY &amp; PUBLIC SERVICE</td>
<td>ESSENTIAL</td>
<td>ESSENTIAL</td>
<td>ESSENTIAL</td>
<td>SUPPORTIVE</td>
<td>VARIABLE</td>
</tr>
<tr>
<td>TENURE</td>
<td>ASSOC PROF</td>
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<td>NO</td>
<td>NO</td>
<td>NO</td>
</tr>
<tr>
<td>ACADEMIC SENATE</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
</tr>
<tr>
<td>8 YEAR RULE</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>YES (&gt;50%)*</td>
<td>YES (&gt;50%)*</td>
</tr>
<tr>
<td>SABBATICAL</td>
<td>YES</td>
<td>PROFESSIONAL DEV. LEAVE</td>
<td>PROFESSIONAL DEV. LEAVE</td>
<td>NO</td>
<td>NO</td>
</tr>
<tr>
<td>FULL TIME</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>WOS-100%</td>
<td>WOS-100%</td>
</tr>
<tr>
<td>COMPENSATION PLAN</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>YES (&gt;50%)</td>
<td>YES (&gt;50%)</td>
</tr>
</tbody>
</table>

*Effort at affiliated institution(s) counts