

## CHARACTERISTICS OF VARIOUS ACADEMIC SERIES

EVALUATION CRITERIA	REGULAR RANKS	IN RESIDENCE	CLINICAL X	COMPENSATED CLINICAL		ADJUNCT
TEACHING	ESSENTIAL	ESSENTIAL	ESSENTIAL	ESSENTIAL	ESSENTIAL	ESSENTIAL
RESEARCH	ESSENTIAL	ESSENTIAL	ESSENTIAL	ESSENTIAL	CREATIVITY	VARIABLE
PROFESSIONAL COMPETENCE	ESSENTIAL	ESSENTIAL	ESSENTIAL	ESSENTIAL	ESSENTIAL	VARIABLE
UNIVERSITY & PUBLIC SERVICE	ESSENTIAL	ESSENTIAL	ESSENTIAL	ESSENTIAL	SUPPORTIVE	VARIABLE
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TENURE	ASSOC PROF	NO	NO	NO	NO	NO
ACADEMIC SENATE	YES	YES	YES	NO	NO	NO
8 YEAR RULE	YES	YES	YES	YES	YES	YES (>50%)
SABBATICAL	YES	PROFESSIONAL DEV. LEAVE	PROFESSIONAL DEV. LEAVE	NO	NO	NO
FULL TIME	YES	YES	YES	1-100%	1-100%	1-100%
COMPENSATION PLAN	YES	YES	YES	YES (>50%)	YES (>50%)	YES (>50%)

## EVIDENCE OF SUCCESS - RESEARCH

<p>REG RANKS/ IN RES</p>	<p>Significant contribution to and authorship of refereed, substantive, and significant publications exclusive of case reports or reviews. May be reports of basic science and/or clinical applications of basic science. Superior intellectual attainment is required.</p>
<p>COMP CLIN</p>	<p>Must show creative contributions to administration, academic, or Research activities.</p>
<p>CLIN X</p>	<ul style="list-style-type: none"> <li>• Participate in investigation in basic, applied, or clinical science. Requires significant contributions to knowledge and/or practice in the field.</li> <li>• Contribution to and authorship of published clinical or laboratory investigation.</li> <li>• Publication of clinical observations, case reports, reviews, or analytic studies in peer-reviewed journals that organize, synthesize, and convey new or existing knowledge in a way that enhances the practice of medicine, or contributes significant new knowledge; should describe state-of-the-art clinical practice.</li> <li>• Dissemination of clinical knowledge, techniques, and technologies through printed media, video and audio learning aids, computer-based material or professional communications.</li> </ul>

## COMPENSATED CLINICAL SERIES EXAMPLES OF CREATIVITY

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- Development of or contributions to:
  - administration of a teaching program
  - community outreach or informational programs
  - administration (supervision) of a clinical service or health care facility
  - medical informational systems
  - clinical guidelines or pathways
  - informational brochures with regard to the individual's specialty or area of interest targeted to physicians, allied health professionals and/or patients
  - original material in handouts for lectures
  - quality improvement programs
  - community-oriented programs
  - educational curricula
- Participation in the advancement of professional education
- Participation in research, not necessarily as primary or independent investigator (in some cases, the individual's participation in research may be sufficiently substantial to warrant a reduced breadth of clinical responsibilities)
- First, senior, or collaborative authorship of peer-reviewed research papers
- Participation in the advancement of University professional practice programs
- Publication of case reports or clinical reviews
- Platform or poster presentations at local, regional, or national meetings
- Lectures, original educational materials, or teaching files placed on resident website

## **TEACHING**

<b>REG RANKS/ IN RES</b>	Recognition of high quality in research training and/or clinical training and in medical student education or other teaching programs. Superior intellectual attainment in teaching is required.
<b>COMP CLIN</b>	Recognition by health professional students, graduate students, residents, fellows, continuing medical education attendees and peers for excellence in clinical teaching. Success in applying knowledge of basic health science and clinical practice to diagnosis, treatment and care of patients.
<b>CLIN X</b>	Recognition by peers and students as being an outstanding clinical teacher (e.g., the top 10% of instructors) for medical students, residents, fellows, or continuing medical education attendees. Design educational programs at local, regional, national levels. Innovate teaching approaches.

## **PROFESSIONAL COMPETENCE**

**REG  
RANKS/  
IN RES**

Leadership in field, develop or utilize new approaches and techniques to solve professional problems.

**COMP  
CLIN**

- Exemplary professional practice, organization of training programs, supervise health care facilities or operations. May use innovative approaches, technologies, instrumentation, or systems of patient care in a clinical discipline.
- Recognition by peers and patients as an excellent clinician (may be demonstrated, in part, by leadership role in department or hospital). May have an administrative role in a clinical service in health care setting or hospital. May participate in local, regional, or national professional clinical organizations.
- May have high level of competence in specialty area as evidenced by candidacy or membership in elected professional organizations.

<b>PROFESSIONAL COMPETENCE (cont'd.)</b>	
CLIN X	<ul style="list-style-type: none"><li>• Recognition by peers and patients as an outstanding clinician. Leadership role in a clinical service in department or hospital. Active participation in local, regional, or national professional clinical organizations.</li><li>• High level of competence in a clinical specialty as evidenced by candidacy or membership in elected professional organization, and/or leadership role in department or hospital.</li></ul>

## ALL TRACKS

<p style="text-align: center;">UNIVERSITY SERVICE</p>	<ul style="list-style-type: none"> <li>• Governance related: Academic Senate, Faculty Executive Committee, CAP, Department and Hospital committees, etc.</li> <li>• Education related: Medical Education committee, Graduate committees, SOM admissions, Curriculum/Course committees, etc.</li> <li>• Research related: Radiation Safety, Animal Research, Information Technology groups, Human Subject Protection, Doctoral committees outside home department, etc.</li> <li>• Clinically related: Department, Practice Plan, Medical Group, Hospital committees, task forces, etc.</li> </ul>
<p style="text-align: center;">COMMUNITY SERVICE</p>	<p>Outreach programs: High schools, Graduate schools, lectures to community groups, civic organizations, membership in volunteer organizations, participation in youth organizations (scouts, sports groups, etc.).</p>

## **ADJUNCT SERIES**

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- **ADJUNCT SERIES IN THE SCHOOL OF MEDICINE: FACULTY MEMBERS WHOSE RESPONSIBILITIES DO NOT ALLOW THE BALANCED CONTRIBUTION IN TEACHING, RESEARCH, AND SERVICE.**
- **CENTRAL ACTIVITY IS TEACHING. TEACHING ACHIEVEMENTS SHOULD BE SIMILAR QUALITATIVELY TO THOSE REQUIRED FOR THE REGULAR SERIES.**
- **ADJUNCT MAY BE A BASIC SCIENTIST IN A CLINICAL DEPARTMENT; A TEACHING SPECIALIST IN A BASIC SCIENCE DEPARTMENT WITH A LIMITED RESEARCH PROGRAM; OR A KEY ADMINISTRATOR NOT ACTIVE IN RESEARCH AND TEACHING.**
- **WHEN PRIMARILY INVOLVED IN RESEARCH, A LOWER LEVEL OF RESEARCH PRODUCTIVITY IS REQUIRED.**



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## **RESEARCH SERIES**

- CANDIDATE HAS NO TEACHING RESPONSIBILITIES.
  - CANDIDATE WILL NORMALLY FUNCTION AS A MEMBER OF A TEAM. ADVANCEMENT MAY DEPEND ON THE NATURE AND EXTENT OF THE SUPERVISION REQUIRED.
  - EVIDENCE IS NECESSARY THAT THE CANDIDATE IS CONTINUALLY AND EFFECTIVELY TAKING PART IN CREATIVE ACTIVITY OF HIGH QUALITY AND SIGNIFICANCE.
  - INCREASING COMPETENCE IN THE DEVELOPMENT OR UTILIZATION OF NEWER APPROACHES AND TECHNIQUES. EXTENDED RECOGNITION BY PEERS IS HELPFUL FOR ADVANCEMENT.
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