Evaluation Criteria

Evaluation Criteria for Tenure Track*

- Research Excellence: Lead a research program with national and international recognition for their area of work (basic, clinical, other)
  - Lead research with significant impact in field
  - Lead substantial and sustained peer reviewed research grants and/or contracts
  - Published impactful peer reviewed papers, some as first or senior author
  - Invited lectures nationally and internationally
  - Leadership roles in professional groups, editorial activities, consultative positions
- Teaching excellence
- Health care delivery excellence (where applicable)
- Service to community, school, hospital, state/ federal agencies, professional organizations, grant review panels, and others
- Mentoring
- Professionalism

* Evaluations should be based on expectations appropriate to career focus and stage

Evaluation Criteria for Non-Tenure Track: Mixed Focus (Hybrid)*

- Focus on collaborative scholarship and reputation in health care or related fields
- Participant in team research as a significant contributor (co-author) but not necessarily the leader
  - Published peer reviewed papers
  - Invited lectures locally, nationally, and internationally
  - Research time funded extramurally
- Excellence in health care delivery (where applicable)
- Excellence in teaching
- Excellence in administration (where applicable)
- Service to university, community, hospital, society, state agencies, and others
- Mentoring
- Professionalism

* Evaluations should be based on expectations appropriate to career focus and stage
Evaluation Criteria for Non-Tenure Track: Teaching Focus*

- Focus on teaching and scholarship on teaching in one's field
  - Scholarship in education in peer reviewed publications, textbooks, on-line forums, and others
  - Presentations at national and international meetings
  - Participation in curriculum or course development
  - Demonstrated excellence in teaching
- Educational program administration
- Health care delivery excellence (where applicable)
- Service to university, community, hospital, organizations, others
- Mentoring
- Professionalism

* Evaluations should be based on expectations appropriate to career focus and stage

Evaluation Criteria for Non-Tenure Track: Clinical Practice Focus*

- Focus on delivery of health care; also involved in education
- Demonstrated excellence in health care delivery, established local, regional, and national reputation
- Built a base for consultations, referrals, new programs, or specialized skills
- Demonstrated excellence in teaching
- May participate in scholarly activities, including facilitating existing clinical research programs; these scholarly activities are not required but are encouraged
- Service to university, community, hospital, societies, state agencies, and others
- Mentoring
- Professionalism

* Evaluations should be based on expectations appropriate to career focus and stage
Evaluation Criteria for Non-Tenure Track: Purely Research Focus (Co-terminus)*

- Participant in team research as a significant contributor (co-author) but not necessarily the leader
  - Published peer reviewed papers
  - Invited lectures locally, nationally, and internationally
  - Research time funded extramurally
  - Contributed to obtaining external research grants/contracts
- Effectively manages a research, core, or clinical laboratory or outreach program of funded programs
- Introduces novel and technically demanding research technologies to a broad range of faculty, if applicable
- Teaches or guides students, post docs, or staff in the laboratory or field setting
- Mentoring
- Professionalism

* Evaluations should be based on expectations appropriate to career focus and stage