Requirements for promotion to associate professor tenure track Educator

Patient Care: All activities at each level are required

*Level 1:*

* Board certification in clinical area (all levels).
* JCESOM peer ratings reflect clinical competency [Peer evaluation questionnaire to be predetermined].
* Patient satisfaction rated equal or better than the average for peer group [Peers from faculty’s own department and patient satisfaction questionnaire provided to the faculty at the time of appointment].
* Maintains high level of professionalism.
* Compliant with the medical records policy of the institution.
* Demonstrates overall clinical competency as assessed by department chair [Parameters of clinical competency predetermined with the department Chair at the time of appointment].

Research

*Level 1:* All activities are required.

* Attendance at one national professional society meeting per year
* Oversee (mentor) medical student and/or resident and/or fellow in research projects that may include chart review projects or case presentations
* Poster presented by mentee at local (Research Day) or regional meeting

Education

*Level 1:* Two out of the following three activities are required.

* Instructs trainees in classroom, laboratory, patient care or other environments
* Presents teaching rounds or patient conferences (average of one per year)
* Participates in faculty development to improve his or her own teaching skills

*Level 2:* The following two criteria must be met.

* Require publication of two articles in educational research as either primary or co-author, then two of the remaining activities.
* Any two out of the following:
	+ Develops or facilitates improvements in teaching techniques or methods of evaluation
	+ Participate in the design, organization, coordination and evaluation of a course or series of lectures
	+ Participates in educational planning through service on the Medical School or departmental curriculum committee
	+ Develops or substantially improves teaching resources, such as syllabi, manuals, testing procedures, preparation and evaluation of standardized patients and similar resources
	+ Develops and/or presents effective continuing education or other professional program/meetings, including invited presentations
	+ Publication of papers and/or presentations at professional meetings on topics related to education

Service

*Level 1:* Both activities required.

* Financially uncompensated community service
* Membership on hospital and/or departmental committees

*Level 2:* Three out of the following six activities are required.

* Member of Medical School or University committee (e.g. Faculty Senate)
* Membership on committees or boards of state, regional or national medical organization
* Participation in multi-center clinical trials or participate in demonstration projects/model programs such as obesity initiative or abuse prevention program or prehospital training such as training of EMT
* Organizing local or regional scholarly/research symposium
* Uncompensated membership on hospital or health department committees
* Community service comprised of service on a board or steering committee of an organization

Candidates for promotion to Associate Professor must obtain three letters of recommendation in addition to the letter from their chair. For tenure track faculty two of these letters must be from peers at medical schools outside of Marshall University.

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