Requirements for promotion to associate professor tenure track Research

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

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

* An average of one peer-reviewed publication every two years while a faculty member at JCESOM

 One out of the following two activities required:

* + Application as a principal or co-PI of extra-mural peer-reviewed grants or contracts
	+ Presentation as senior author or co-author of research results at an average of one national meeting per year

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

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.

Notes: