

b. CLINICAL FACULTY SCHOOL OF MEDICINE (SM) TENURE TRACK

Criteria for Promotion	<i>Assistant Professor to Associate Professor Tenure Track - Educator</i>
Teaching	<p style="text-align: center;">THE FOLLOWING CRITERIA MUST BE MET</p> <ul style="list-style-type: none"> • Publication of two articles in educational research as either primary or co-author <p>ANY TWO OF THE FOLLOWING:</p> <ul style="list-style-type: none"> • Develops or facilitates improvements in teaching techniques or methods of evaluation • Participating 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 (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 presentation • Publication of papers and/or presentation at professional meetings on topics related to education
Research/Scholarly Activity	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Attendance at one national professional society meeting per year • Oversee (mentor) medical student/resident/fellow in research projects that may include chart review projects or case presentation • Poster presented by mentee at local (Research Day) or regional meeting
Patient Care	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Board certification in clinical area • JCESOM peer rating reflect professional level 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 (professional/exemplary level on annual evaluations) • Compliant with the medical records policy of the institution • Demonstrates overall professional level clinical competency as assessed by department chair (parameters of clinical competency predetermined with the department Chair at the time of appointment)
Service	<p style="text-align: center;">THREE OF SIX ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Member of Medical School or University Committee (e.g. Faculty Senate) • Membership on committees or boards of state/regional/national medical organization • Participation in multi-center clinical trials or participation in demonstration projects/model programs such as obesity initiative, abuse prevention program or pre-hospital training, such as training of EMT • Organize 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
Recommendation Letters	<ul style="list-style-type: none"> • 1 recommendation letter from peers within school • 2 recommendation letters from extramural peers

Criteria for Promotion	<i>Assistant Professor to Associate Professor Tenure Track - Research</i>
Teaching	<p style="text-align: center;">TWO OF THREE ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • 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 their own teaching skills
Research/Scholarly Activity	<p style="text-align: center;">FOLLOWING TWO CRITERIA MUST BE MET</p> <ul style="list-style-type: none"> • An average of one peer-reviewed publication every two years while a faculty member at JCESOM <p style="text-align: center;">ONE OF TWO ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Application as a principal investigator (PI) or co-PI of extramural peer reviewed grants or contracts • Presentation as senior author or co-author of research results at an average of one national meeting per year
Patient Care	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Board certification in clinical area • JCESOM peer rating reflect professional level 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 (professional/exemplary level on annual evaluations) • Compliant with the medical records policy of the institution • Demonstrates overall professional level clinical competency as assessed by department chair (parameters of clinical competency predetermined with the department Chair at the time of appointment)
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Recommendation Letters	<ul style="list-style-type: none"> • 1 recommendation letter from peers within school • 2 recommendation letters from extramural peers

Criteria for Promotion	<i>Associate Professor to Full Professor Tenure Track - Educator</i>
Teaching	<p style="text-align: center;">THE FOLLOWING CRITERIA MUST BE MET</p> <ul style="list-style-type: none"> • Publication of two articles in educational research as either primary or co-author • Develops or facilitates improvements in teaching techniques or methods of evaluation • Participating 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 (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 presentation • Publication of papers and/or presentation at professional meetings on topics related to education <p>TWO OF THE FOLLOWING REQUIRED</p> <ul style="list-style-type: none"> • Leadership through design, organization, coordination and evaluation of a course(s) • Administrative responsibility at the medical school or department level for curriculum • Leadership in organizing continuing education or other professional programs/meetings • Invited to organize and participate with a major role at a regional or national meeting that involves education • Obtain extramural funding for novel curriculum development or research on more effective teaching modalities
Research/Scholarly Activity	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Attendance at one national professional society meeting per year • Oversee (mentor) medical students/residents/fellow in research projects that may include chart review projects or case presentation • Poster presented by mentee at local (Research Day) or regional meeting
Patient Care	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Patient satisfaction rated above the average for peer group (peer group consisting of faculty of similar rank within the department) • Peer ratings reflect a professional or exemplary clinician when compared with peers from JCESOM • Maintains high level of professionalism (professional or exemplary level) • Clinical productivity meets chair's expectations, with benchmarks to be predetermined at the time of appointment • Clinical outcome measurements are above average compared to a local or regional peer group, with clinical outcomes measures to be predetermined at the time of appointment
Service	<p style="text-align: center;">TWO OF FIVE ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Chair of a Medical School committee • Chair or officer for state/regional/national medical organization or professional educational meeting • Development of an innovative clinical or educational program • Development of innovative programs or policies broadly impacting medical education or public health • Community service in a major leadership position
Recommendation Letters	<ul style="list-style-type: none"> • 3 recommendation letters from extramural peers

Criteria for Promotion	<i>Associate Professor to Full Professor Tenure Track - Research</i>
Teaching	<p style="text-align: center;">TWO OF THREE ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • 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 their own teaching skills
Research/Scholarly Activity	<p style="text-align: center;">ALL ACTIVITIES ARE REQUIRED</p> <ul style="list-style-type: none"> • An average of one peer-reviewed publication every two years while a faculty member at JCESOM • 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 • Success in obtaining extramural peer-reviewed grant or contract funds as principal investigator • Services as an ad hoc journal reviewer or ad hoc member of review committees or study sections for research grants • Presents a talk at a national or international scientific meeting • Directs scholarly activity of junior faculty and/or clinical fellows
Patient Care	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Patient satisfaction rated above the average for peer group (peer group consisting of faculty of similar rank within the department) • Peer ratings reflect a professional or exemplary clinician when compared with peers from JCESOM • Maintains high level of professionalism (professional or exemplary level) • Clinical productivity meets chair's expectations, with benchmarks to be predetermined at the time of appointment • Clinical outcome measurements are above average compared to a local or regional peer group, with clinical outcome measures to be predetermined at the time of appointment
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