

**Associate to Full Professor (for faculty hired pre-2013)**

*Overall evidence of superior worth to the University as evidenced by effective performance in all major areas of responsibility and excellence in at least two such areas, including either teaching or research/scholarly activities.*

<p align="center">Minimum experience Requirements</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Two years as a Marshall University faculty member</li> <li><input type="checkbox"/> Terminal degree</li> <li><input type="checkbox"/> Eligible for Board certification in a primary or subspecialty (faculty that hold the M.D. degree)</li> <li><input type="checkbox"/> Qualified to sponsor a Ph.D. student and chair a doctoral dissertation committee (basic science faculty)</li> </ul>
<p><i>Specific areas for consideration include but are not limited to:</i></p>	
<p align="center">Teaching</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Evaluations of satisfactory or above by chairperson and peer review</li> <li><input type="checkbox"/> Factors considered should include the following where appropriate: <ul style="list-style-type: none"> <li>◇ teaching load</li> <li>◇ development of new courses</li> <li>◇ development of syllabus material</li> <li>◇ student sponsorship</li> <li>◇ resident training</li> <li>◇ courses taken to improve teaching effectiveness</li> <li>◇ student evaluations</li> </ul> </li> </ul>
<p align="center">Research/Scholarly Activities</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> National/international recognition of research/ scholarly activity evidenced by several of the following: <ul style="list-style-type: none"> <li>◇ continuing publication in peer review journals</li> <li>◇ letters from peers both within and without the University</li> <li>◇ publication of books, reviews, book chapters or monographs</li> <li>◇ grant awards</li> <li>◇ continuing presentation of research at national/international scientific meetings</li> <li>◇ review of journal articles</li> <li>◇ review of grants</li> <li>◇ patents</li> <li>◇ awards</li> <li>◇ consultation</li> <li>◇ invited lecturer</li> <li>◇ evidence of leadership in ongoing research</li> </ul> </li> <li><input type="checkbox"/> Membership and/or Fellowship in appropriate professional societies as determined by the Department</li> </ul>
<p align="center">Professional Service/Patient Care</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Evaluation of good or above by chairperson and peer review</li> </ul>
<p align="center">Other Services</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Evaluations of good or above for service at department, college and university, national and international levels by chairperson and peer review</li> </ul>