

CRITERIA FOR APPOINTMENT/PROMOTION IN ADJUNCT SERIES

NOTE: The Adjunct series can accommodate a variable distribution of activities. It should be noted that teaching is an essential component of this series. Teaching with either research or professional (i.e. clinical) activity may be combined. In either case, teaching the equivalent of one course per year is an absolute requirement for this series (bench teaching alone does not qualify). Therefore, the manner in which teaching is fulfilled should be explicitly stated and fully documented.

Rank	Research (or Creative Activity)	Teaching	Professional Competence and Activity	University Service
Asst Prof	<ul style="list-style-type: none"> Some peer-reviewed publications or creative output. 	<ul style="list-style-type: none"> Defined role in clinic, laboratory, or classroom teaching equivalent to at least one course per year. May provide significant contribution to the graduate or undergraduate instructional program. The basis for this equivalence should be carefully documented. 	<ul style="list-style-type: none"> As defined. 	<ul style="list-style-type: none"> Expected to emerge in service consistent with assignments.
Asst Prof 4th year and 6th year Appraisals	<ul style="list-style-type: none"> Established focus, ongoing productivity, grant support and emerging identity. 	<ul style="list-style-type: none"> Continued activities as above. Positive evaluations. Innovations and electives encouraged. 	<ul style="list-style-type: none"> Documentation of clinical excellence. Program leadership helpful. 	<ul style="list-style-type: none"> Significant service consistent with assignment.
Assoc Prof	<ul style="list-style-type: none"> Documented evidence of independent contributions, either as a PI or in a pivotal role within a larger research unit. Important established focus. Substantial body of publications or creative support. National reputation with strong external letters of support when there is substantial research effort. Grant support when substantial research effort, may be collaborative. 	<ul style="list-style-type: none"> Continued activities as above. Positive recent evaluations. Innovations and electives encouraged. External reputation. 	<ul style="list-style-type: none"> Recognized clinical excellence and focus. Program leadership helpful. 	<ul style="list-style-type: none"> Continued service with increasing external recognition.
Professor I	<ul style="list-style-type: none"> Same as Assoc Prof I. Continued productivity. Leadership role. International reputation when there is substantial research effort. 	<ul style="list-style-type: none"> Same as Assoc Prof I. Well-defined and documented teaching activity. Increased expectation of invited presentations on national/international basis. 	<ul style="list-style-type: none"> Continued clinical excellence and focus as documented by external letters. Innovations encouraged. Leadership responsibilities expected. 	<ul style="list-style-type: none"> Continued strong service with national recognition.
Professor VI	<ul style="list-style-type: none"> As for Professor, with clear evidence of continued excellence and momentum. 	<ul style="list-style-type: none"> Continued excellence in teaching. 	<ul style="list-style-type: none"> National and/or international recognition of excellence. 	<ul style="list-style-type: none"> Continued strong service with national/international recognition.