### BASIC APPOINTMENT/PROMOTION CRITERIA FOR: FTE (LADDER) RANK & IN RESIDENCE SERIES

<table>
<thead>
<tr>
<th>RANK &amp; STEP</th>
<th>RESEARCH PUBLICATIONS CREATIVE &amp; SCHOLARLY ACTIVITIES</th>
<th>TEACHING</th>
<th>CLINICAL AND PROFESSIONAL ACTIVITIES</th>
<th>UNIVERSITY &amp; PUBLIC SERVICE</th>
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| **ASSISTANT PROFESSOR STEP I** | • Some publications/in press original research, 1st authored and peer-reviewed  
• Independence and grant support not required  
• Supporting letters positive | • A defined teaching role in SOM courses (executed with positive evaluations if already performed) | • As agreed by Division Head and Department Chair, (executed with positive evaluations if already clinically active) | • Not required at time of appointment. |
| **ASSISTANT PROFESSOR 4TH YEAR APPRAISAL** | • Established research focus  
• Active research grant support  
• Evidence of productivity  
• Clear evidence of moving towards independence | • An established well-defined SOM course teaching role  
• Positive recent evaluations | • As agreed to by Division Head and Department Chair  
• Positive recent evaluations | • Evidence of significant service.  
• Evidence of emerging national reputation by societal/grant review/service desirable. |
| **ASSOCIATE PROFESSOR STEP I** | • Important, established research focus  
• Continued productivity  
• Independence  
• Active research support  
• National reputation, strong letters | • Well-defined SOM course teaching role  
• Strong recent evaluations  
• Some training of students/fellows in research | • As agreed to by Division Head and Department Chair  
• Strong recent evaluations | • Evidence of significant service discharged well  
• Societal/journal/grant/review/service as evidence of national reputation |
| **PROFESSOR STEP I** | • As for Associate Professor  
• International reputation  
• Leadership role in research | • As above, with teaching role substantial  
• Past history and present training of students/fellows in research | • As for Associate Professor | • As for Associate Professor |
| **PROFESSOR STEP VI** | • As for Professor, with clear evidence of excellence and momentum | • As for Professor, with clear evidence of excellence | • As for Professor with clear evidence of excellence | • As above, serving with distinction |