

BASIC APPOINTMENT/PROMOTION CRITERIA FOR: CLINICAL SERIES

RANK AND STEP	CLINICAL AND PROFESSIONAL ACTIVITIES	TEACHING	RESEARCH, PUBLICATIONS, CREATIVE & SCHOLARLY ACTIVITIES	UNIVERSITY AND PUBLIC SERVICE
ASSISTANT PROFESSOR, STEP I	Excellence in basic clinical skills as demonstrated by letters from directors of training programs and colleagues.	Participation in teaching of housestaff and students through their clinical activities and other teaching as defined by Division Head.	Scholarly activity plan required. May include mentored training activities with clear plan to complete scholarly products. Division Head should approve. Defined by candidate and Division Head based on one or more activities listed in clinical scholarly activities document. Please see letter of the Chair, dated 10-06-03	Not required for appointment.
ASSISTANT PROFESSOR, 4TH YEAR APPRAISAL	Established clinical focus, active practice or contractual clinical activity, established excellence in clinical care delivery.	Documented effectiveness in teaching of housestaff and students through clinical activities and other teaching as defined by Division Head.	Scholarly activity required. May include participation in collaborative research; publication of case reports or reviews; presentations at local and national meetings (including CME); or development of innovative clinical procedures, teaching methods or clinical curricula. May include evidence of independent or collaborative research, creative or scholarly activities e.g. generation of data on the performance, goals, teaching contributions, or other elements of academic medicine; publication of case reports or reviews; presentations at local and national meetings (including CME); mentoring ISP efforts that are subsequently presented locally or nationally; development of innovative clinical procedures, teaching methods or clinical curricula or guidelines for patient care..	Evidence of significant University service.
ASSOCIATE PROFESSOR, STEP I	Independent clinical excellence and focus, sustaining clinical practice or contractual clinical support or other support, regional recognition for	Excellence in teaching of housestaff and students in above activities as documented in letters and teaching evaluations.	Scholarly activity required, with demonstrated independent contribution to effort. As above for Assistant Professor with	Evidence of participation in University service, or participation in local or national organizations.

	clinical excellence as defined in letters from peers. Be certified by one of the medical specialty boards, or demonstrate equivalent achievement and recognition.		documented continued productivity.	
PROFESSOR, STEP I	As above for Associate Professor with continued momentum.	As above for Associate Professor with substantial contribution to the clinical teaching program.	Scholarly activity is required. As above for Associate Professor.	Evidence of active University service, and/or leadership in local or national organizations.
PROFESSOR, STEP VI	As above for Professor with clear evidence of excellence and momentum.	As above for Professor with clear evidence of excellence and momentum.	Scholarly activity is required. As above for Professor with clear evidence of excellence and momentum.	As above for Professor with clear evidence of excellence and momentum.