|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **LEADERSHIP/ADMINISTRATOR** | | **CLINICIAN TRACK** | | **CLINICIAN SCHOLAR** | | **RESEARCH** | |
| **Assistant to Associate Professor** | **Associate to Full Cumulative** | **Assistant to Associate Professor** | **Associate to Full Cumulative** | **Assistant to Associate Professor** | **Associate to Full Cumulative** | **Assistant to Associate Professor** | **Associate to Full Cumulative** |
| **TEACHING DOMAIN** | | | | | | | | |
| Teaching evaluations | Consistently Effective | Consistently Excellent | Consistently Effective | Consistently Excellent | Consistently Effective | Consistently Excellent | Consistently Effective | Consistently Effective |
| Curricular products developed/improved | 1 | 3 |  |  |  |  |  |  |
| **SCHOLARSHIP DOMAIN** | | | | | | | | |
| Scholarly works | 5 | 9 | 1 | 2 | 5 | 12 | 6 | 20 |
| Peer reviewed publications | 3 | 5 |  |  | 2 | 6 | 3 | 12 |
| Invited/Peer reviewed presentations at state/ regional/national meetings | 2 | 4 |  | 1 | 2 | 3 | 4 | 7 |
| Externally funded grants/contracts/ clinical trials |  |  |  |  |  | 1 | 1 | 4 |
| Active participation in QI-Patient Safety initiatives |  |  |  | 1 | 1 | 2 |  |  |
| **CLINICAL PRACTICE DOMAIN** | | | | | | | | |
| Meets hospital/practice productivity, Effectiveness, satisfaction etc. measures | Consistently | Consistently | Consistently | Consistently | Consistently | Consistently |  |  |
| Demonstrates clinical excellence | Consistently | Consistently | Consistently | Consistently | Consistently | Consistently |  |  |
| **ADMINISTRATIVE DOMAIN** | | | | | | | | |
| Effectiveness in major role through completed or adopted initiatives, products, projects | 1 per year+ | 1 per year+ |  |  |  |  |  |  |
| Leadership role in projects/committees/task forces | 1 per year+ | 1 per year+ |  |  |  |  |  |  |
| Demonstrates leadership skills such as communication, mentoring, judgment, positive attitude, commitment | Consistently | Consistently |  |  |  |  |  |  |
| **INSTITUTIONAL/ ACADEMIC RELATED SERVICE** | | | | | | | | |
| School/ Department/ College/Hospital Committees | 2 | 8 |  |  | 2 | 4 |  | 3 |
| University/State/National/Professional Committees |  | 2 |  |  | 1 | 1 |  |  |
| Leadership and/or service in professional organizations, study groups, external review panels, peer review process, editorial board, etc. | 1 | 4 |  |  | 1 | 2 | 1 | 4 |
| Volunteer service contribution to MUSM and/or community |  |  | 80 hours/ year, most years | 80 hours/ year, most years |  |  |  |  |
| Outreach (e.g., presentation of health information to public, science fair judge, recruiting trips, mission trips, representing MUSM to the public) | 5 | 8 | 3 | 5 | 2 | 4 |  |  |