

## ADMINISTRATOR TRACK

This track recognizes the faculty with substantial assignments of effort (> 50%) in administration. While the majority of a faculty member's effort will be in the administrative area, they are expected to participate in teaching, scholarship, clinical service, and institutional and professional service as appropriate to the needs of the school, university, and/or hospital. A faculty member on the Tenure Track who is granted tenure may be subsequently appointed to the Administrator Track if their professional development effort in administration has increased; the faculty member maintains tenure status.

Requirements For Promotion On The Administrator Track			
	ASSISTANT PROFESSOR	ASSOCIATE PROFESSOR	PROFESSOR
<b>Teaching</b>	Previous experience or potential aptitude for competently educating medical students, residents/fellows, or graduate students	<ul style="list-style-type: none"> <li>• Consistently demonstrates effective teaching ability</li> <li>• Participation in medical school curriculum (lectures, tutorials, courses, dissertation committees)</li> <li>• Mentors/advises colleagues, residents, and medical students</li> <li>• Develops curricular and assessment materials</li> <li>• Supervises or coordinates teaching by other faculty, fellows, or residents</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated sustained teaching competence</li> <li>• Participation in regional/national educational activities</li> <li>• Develops educational and assessment materials which are used regionally or nationally</li> <li>• Organizes a training program that has a regional or national audience</li> </ul>
<b>Scholarship</b>	Evidence of potential to function independently as a scholar	Demonstrated scholarly productivity	Demonstration of continued scholarship
<b>Clinical Practice</b>	Appropriate clinical training and potential for excellence in clinical practice.	<ul style="list-style-type: none"> <li>• Consistently favorable reports on such measures as peer assessment, patient satisfaction, compliance with care guidelines, outcomes assessments, productivity and efficiency</li> <li>• Demonstrates expertise in specialty area</li> </ul>	<ul style="list-style-type: none"> <li>• Directs clinical or professional programs and patient care activities</li> <li>• Leadership role in hospital/practice setting</li> <li>• Develops new techniques, therapies, or health care delivery systems that improve the health of the population served</li> </ul>
<b>Administration</b>		<ul style="list-style-type: none"> <li>• Serves as an assistant or associate dean or other administrative appointment, e.g. chair, vice or associate chair of a department</li> <li>• Evidence of effectiveness in major role through completed projects</li> <li>• Evidence of effective leadership in department/ school/hospital</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of effectiveness in major role through completed projects</li> <li>• Evidence of effective leadership in projects, committees, task forces</li> </ul>

		projects, committees, task forces	
<b>Institutional and Academic Service</b>		<ul style="list-style-type: none"> <li>• Serves on medical school and hospital committees</li> <li>• Leadership role or committee service in professional society</li> <li>• Board membership in health-related organizations or agencies</li> <li>• Participates in relevant state, regional/national professional societies</li> <li>• Advocate for improving patient care services locally or regionally</li> </ul>	<ul style="list-style-type: none"> <li>• Sustained service to the department/division, school, university and/or hospital</li> <li>• Leadership role in national professional society or advocacy organizations</li> <li>• Regular or ad hoc member of a national research committee, clinical review committee, editorial boards, study sections</li> </ul>
<b>Reputation</b>	Local	Regional/National <ul style="list-style-type: none"> <li>• Established expert in one's field</li> <li>• Validation of teaching, scholarship and administrative practice at a local, state, or regional level</li> </ul>	National/International <ul style="list-style-type: none"> <li>• Recognized expert in one's field at a regional, national, or international level</li> <li>• Evidence of regional and/or national recognition</li> </ul>