

CRITERIA AND EXAMPLES FOR APPOINTMENT AND PROMOTION

Teaching			
<p><u>Definition</u> Teaching students and clinicians using effective and efficient methodologies and technologies. Faculty provide students with cutting-edge knowledge of their health care disciplines and clinical practice through excellent didactic and clinical instruction that employs state-of-the-art teaching methods.</p> <p><u>Examples of Activities</u></p> <ul style="list-style-type: none"> • Teaching onsite classes and labs • Teaching online classes • Participation in curriculum development and evaluation 			
Instructor	Assistant Professor	Associate Professor	Professor
<u>Criterion</u>	<u>Criterion</u>	<u>Criterion</u>	<u>Criterion</u>
Evidence of or potential for successful classroom, clinical, and/or online teaching, including course development and evaluation, and potential for leadership in faculty teaching role.	Evidence of successful classroom, clinical, and/or online teaching, including course development and evaluation. Demonstration of current knowledge related to individual's teaching responsibilities	Evidence of outstanding classroom, clinical, and/or online teaching including curriculum development and evaluation and/or clinical practica development. Evidence of leadership in teaching activities.	Evidence of sustained outstanding classroom, clinical, and/or online teaching, including curriculum development and evaluation and/or clinical practica development. Evidence of leadership in education activities within the profession.
<u>Examples of evidence</u>	<u>Examples of evidence</u>	<u>Examples of evidence</u>	<u>Examples of evidence</u>
<p>Prior teaching experience</p> <p>Participation in course development</p> <p>Involvement in teaching and /or evaluation of clinical education programs.</p> <p>Certification in specialty related to individual's teaching area</p>	<p>Course and faculty evaluations with consistent positive ratings</p> <p>Development and evaluation of teaching materials, including new curriculum offerings, educational programs, textbooks, syllabi, computer programs, and/or multimedia that improves the quality of instructional methods.</p> <p>Course and faculty evaluations with consistent positive ratings.</p>	<p>Responsible for curriculum development and evaluation of courses as evidenced by curriculum design work.</p> <p>Leadership of faculty in classroom, clinical, and/or teaching roles such as course coordinator and mentorship of faculty.</p> <p>Course and faculty evaluations with consistent positive ratings.</p>	<p>Development and evaluation of teaching materials, including new curriculum offerings, programs of clinical intervention, textbooks, syllabi, computer programs or videotapes that significantly improve the method or quality of instruction.</p> <p>Leadership of faculty in classroom, clinical, and/or teaching roles such as course coordinator and mentorship of faculty.</p> <p>Teaching awards</p> <p>Course and faculty evaluations with consistent positive ratings</p>

These examples of evidence should serve as a guide, and not as an all-inclusive checklist.

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Service			
<p><u>Definition</u> Service at the Institute includes service on committees and/or task forces at the departmental level, the school level, or the Institute level. Service also includes service to one's profession at a local, national, and/or international level. Community engagement is included under service. The scope and impact of these contributions are expected to vary according to rank.</p> <p><u>Examples of Activities</u></p> <ul style="list-style-type: none"> • Service on a committee • Service to the community • Service in a professional organization 			
Instructor	Assistant Professor	Associate Professor	Professor
<u>Criterion</u>	<u>Criterion</u>	<u>Criterion</u>	<u>Criterion</u>
Evidence of or potential for service to IHP and/or the profession.	Evidence of participation in service activities at the Institute, in the community, or in professional organization	Evidence of leadership in service to the Institute and/or the profession	Evidence of sustained leadership to the Institute and/or profession.
<u>Examples of evidence</u>	<u>Examples of evidence</u>	<u>Examples of evidence</u>	<u>Examples of evidence</u>
Participation on committees and/or other organizational activities. Participation in community service.	Active participation on departmental and/or school level committees Participation in community service projects. Participation on professional committees	Chair of senate committees Leadership on departmental/school committees and/ or task forces Leadership in community service projects Leadership in professional organization	Chair of faculty senate Chair of senate committees Service awards Leadership in community service projects Leadership in professional organization

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Scholarship of Discovery			
<p>Definition The scholarship of discovery is broadly defined to include basic, translational, applied, clinical and health services research. It may also include the development of innovative methods/technologies and/or novel applications of existing methods and technologies.</p> <p>Examples of Activities</p> <ul style="list-style-type: none"> • Conduct original research • Publish/disseminate research findings • Seek funding directed at answering original research questions • Mentor the growth and development of others in the area of research 			
Instructor	Assistant Professor	Associate Professor	Professor
<u>Criterion</u>	<u>Criterion</u>	<u>Criterion</u>	<u>Criterion</u>
Evidence of or potential for developing and/or contributing to grants or research projects initiated by others.	Evidence of contribution to research with an identified research focus or area of expertise.	Evidence of consistent investigation and contributions to the field.	Evidence of sustained contributions as a senior researcher in the field.
<u>Examples of evidence</u>	<u>Examples of evidence</u>	<u>Examples of evidence</u>	<u>Examples of evidence</u>
Participation on a research team (e.g. research assistant or project coordinator) Research presentations Research related poster presentations Acknowledgement in research publications	Participation on a research team in the role of co-investigator A selection of peer reviewed research publications reflecting primary and secondary authorships. Submission of proposal(s) to obtain funding to conduct research, not necessarily as principal investigator (e.g. Intramural seed grant, public or private funding) Presentations and/ or posters at peer reviewed research meetings Internal or external recognition of research Participates in inter-professional and key stakeholder collaborations to foster scholarly endeavors	Successful extramural funding record with growth in funding as principal investigator and/ or co-principal investigator A record of scholarship that includes primary authorship on high quality peer reviewed and other publications that have advanced the field Mentorship of junior faculty and students into research roles resulting in co-publications or co-presentations Dissemination of research via presentations at highly respected conferences; peer reviewed and invited External recognition/ as an expert researcher within an identified field Participating in developing inter-professional and key stakeholder collaborations to foster scholarly endeavors	Significant record of extramural funding primarily as principal or co-principal investigator A record of sustained leadership in a program of research that has significantly advanced the field and includes primary authorship on high quality peer reviewed publications. Sustained leadership in the mentorship of junior faculty and students into research roles and dissemination of findings. Sustained dissemination of research via peer reviewed and invited keynote presentations at leading conferences Sustained external recognition of research Leadership in creating inter-professional and key stakeholder collaborations to foster scholarly endeavors

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Scholarship of Teaching and Learning

Definition

The scholarship of teaching and learning is broadly defined to include the development and evaluation of effective instructional methods, learning assessment, and best practices in health professions education.

Examples of Activities

- Conduct research/scholarly inquiry
- Publish and disseminate research/scholarship
- Seek funding directed at developing best practices in health science education
- Mentor the growth and development of others in the area of scholarship of teaching and learning

Instructor	Assistant Professor	Associate Professor	Professor
<u>Criterion</u>	<u>Criterion</u>	<u>Criterion</u>	<u>Criterion</u>
Evidence of or potential for developing and evaluating didactic and/or clinical teaching and learning methods	Evidence of contributions to development, evaluation, and dissemination of best practices in health professions education.	Evidence of consistent contributions to development, evaluation, and dissemination of best practices in health professions education.	Evidence of sustained contribution to development, evaluation, and dissemination of best practices in health professions education.
<u>Examples of evidence</u> Participation in the development and evaluation of approaches to teaching and learning Presentations at knowledge-building forums	<u>Examples of evidence</u> Development and evaluation of educational content and methods in print or other media (e.g. pedagogy, courses, online platforms, e-portfolios, clinical simulations and education) Peer reviewed publication/presentation (as primary or secondary author) related to educational methods, learning outcomes and/or policy Submission of proposal(s) to obtain funding for educational research or development and evaluation of pedagogy Internal or external recognition for professional contributions to teaching and learning Participates in inter-professional and key stakeholder collaborations to foster scholarly endeavors	<u>Examples of evidence</u> A record of focused scholarly inquiry into the design, development, and evaluation of educational content and methods in print or other media (e.g. pedagogy, curricula, online platforms, e-portfolios, clinical simulations and education) Primary authorship on high quality peer reviewed and other publications that advance teaching and learning Dissemination of scholarship via peer reviewed and invited presentations at professional conferences Leadership in developing, evaluating, and disseminating curricula that advance health professions education Critique and synthesis of information from multiple sources that results in curricular developments or publications that broadly impact education in the health professions	<u>Examples of evidence</u> A record of sustained leadership in a program of scholarship that significantly advances the field of health professions education and includes primary authorship on high quality peer reviewed publications. Sustained dissemination of scholarship via peer reviewed and invited keynote presentations at leading conferences A record of primary authorship of significant publications (e.g. chapters, reviews, textbooks) related to teaching and learning that are recognized as authoritative and widely cited Development of educational material in print or other media with wide spread adoption (e.g. curricula, web-based modules or simulation) Notable record of funding to conduct

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		<p>Successful record of funding as principal investigator or co-principal investigator</p> <p>Mentorship of junior faculty and students in scholarship of teaching and learning resulting in co-publications or co-presentations</p> <p>External recognition for professional contributions to educational innovation</p> <p>Participating in developing inter-professional and key stakeholder collaborations to foster scholarly endeavors</p>	<p>research in the scholarship of teaching and learning and/or to develop educational material, methods, assessment tools, or programs</p> <p>Sustained leadership in the mentorship of junior faculty and students into educational scholarly roles</p> <p>Sustained recognition as an expert in the scholarship of teaching and learning</p> <p>Leadership in creating inter-professional and key stakeholder collaborations to foster scholarly endeavors</p>
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Scholarship of Application

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CRITERIA AND EXAMPLES FOR APPOINTMENT AND PROMOTION

Definition

The scholarship of application is broadly defined as contributions to professional practice that support and promote human health¹.

Examples of Activities

- Translates research into clinical practice and/or healthcare delivery
- Publishes original works
- Seeks funding aimed at development and testing of innovations that influence clinical care, professional practice, and/or healthcare delivery
- Mentors the growth and development of others
- Participates as a clinical/policy expert, influencing patterns of professional practice

Instructor	Assistant Professor	Associate Professor	Professor
<u>Criterion</u>	<u>Criterion</u>	<u>Criterion</u>	<u>Criterion</u>
Evidence of or potential for developing and evaluating clinical or professional practice and/or healthcare delivery	Evidence of contributions to development, evaluation, and dissemination of best practices in clinical or professional practice and/or healthcare delivery	Evidence of consistent contributions to development, evaluation, and dissemination of best practices in clinical or professional practice and/or healthcare delivery.	Evidence of sustained contributions to development, evaluation, and dissemination of best practices in clinical or professional practice and/or healthcare delivery
<u>Examples of Evidence:</u> Evidence of or potential for participating in the development and testing of innovative or evidence based approaches to diagnosis, treatment or prevention of disease, applications of technologies and/or models of service delivery that influence care Assists in the development and/or evaluation of novel clinical service, professional practice, and/or tools	<u>Examples of Evidence:</u> Development, evaluation, and dissemination of innovative or evidence based approaches to the diagnosis, treatment or prevention of disease, applications of technologies, psychometric analyses of clinical scales, and/or models of service delivery that influence care Peer reviewed publications and presentations of scholarship with primary or secondary authorship Invitations to speak at conferences related to area of expertise Assists in the development and/or evaluation of novel clinical service,	<u>Examples of Evidence:</u> Leadership in the development, evaluation, and dissemination of innovative or evidence based approaches to diagnosis, treatment or prevention of disease, applications of technologies and or models of service delivery that influence care Publication of influential original work that impacts clinical practice or healthcare delivery Critique and synthesis of information from multiple sources that result in clinical practice or healthcare delivery related publications that broadly impact clinical practice or healthcare delivery Dissemination of scholarship via presentations at respected conferences, peer reviewed and	<u>Examples of Evidence:</u> A record of sustained leadership in a program of scholarship that has significantly advanced practice and/or healthcare delivery. A sustained record of numerous primary authorships in high quality publications (e.g. high impact journals, chapters, reviews, textbooks) related to clinical practice and/or healthcare delivery that are recognized as authoritative and widely cited Sustained dissemination of scholarship via peer reviewed and invited keynote presentations at leading conferences

¹ Health is a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity (WHO, accessed www.who.int/about/definition/en/print.html, 3/7/2014)

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	<p>professional practice, and/or tools. Presents testimony based on scholarship to regulatory bodies to improve healthcare practices and policy making.</p> <p>Participates in inter-professional and key stakeholder collaborations to foster scholarly endeavors</p>	<p>invited</p> <p>Development and dissemination of research based clinical or healthcare delivery innovation in print or other media (e.g. web-based modules, chapters, books, videos, clinical guidelines)</p> <p>Successful intra- and/or extramural funding record with growth in funding as principal investigator or co-investigator</p> <p>Mentorship of junior faculty and students into scholarship of application resulting in co-publications or co-presentations</p> <p>External recognition for professional contributions to clinical practice or healthcare delivery innovation</p> <p>Creative collaboration with consumers, interprofessional educators, and researchers to meet the increasingly complex needs of national and global communities.</p> <p>Participating in developing inter-professional and key stakeholder collaborations to foster scholarly endeavors</p>	<p>Development of clinical practice guidelines and/or healthcare delivery related material in print, online or other media with wide spread adoption</p> <p>Sustained record of extramural funding as principal investigator.</p> <p>Sustained leadership in the mentorship of junior faculty and students into scholarly roles in practice and/or healthcare delivery including presentations and publications.</p> <p>Sustained recognition of innovation in practice and/or healthcare delivery</p> <p>Leadership in creating inter-professional and key stakeholder collaborations to foster scholarly endeavors.</p>
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