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

| RANK & STEP | RESEARCH PUBLICATIONS CREATIVE & SCHOLARLY ACTIVITIES | TEACHING | CLINICAL AND PROFESSIONAL ACTIVITIES | UNIVERSITY & PUBLIC SERVICE |
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| **ASSISTANT PROFESSOR STEP I** | • Some publications/in press original research, 1st authored and peer-reviewed<br>• Independence and grant support not required<br>• 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<br>• Active research grant support<br>• Evidence of productivity<br>• Clear evidence of moving towards independence | • An established well-defined SOM course teaching role<br>• Positive recent evaluations | • As agreed to by Division Head and Department Chair<br>• Positive recent evaluations | • Evidence of significant service.<br>• Evidence of emerging national reputation by societal/grant review service desirable. |
| **ASSOCIATE PROFESSOR STEP I** | • Important, established research focus<br>• Continued productivity<br>• Independence<br>• Active research support<br>• National reputation, strong letters | • Well-defined SOM course teaching role<br>• Strong recent evaluations<br>• Some training of students/fellows in research | • As agreed to by Division Head and Department Chair<br>• Strong recent evaluations | • Evidence of significant service discharged well<br>• Societal/journal/grant/ review/service as evidence of national reputation |
| **PROFESSOR STEP I** | • As for Associate Professor<br>   -plus-<br>• International reputation<br>• Leadership role in research | • As above, with teaching role substantial<br>• 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 |