

Teaching Criteria

(see [the Office for Faculty Affairs website](#) for specific examples)

Recognition of outstanding performance as a teacher or mentor by students, other learners, and peers, are all considered during the promotion or tenure review process, as is curriculum leadership and innovation, and educational scholarship.

Excellent

- Regularly assumes greater than average share of teaching duties in classroom, laboratory, clinical or community settings.
- Regularly assumes greater than average share of administrative or service responsibilities, including committee leadership, related to teaching.
- Demonstration of educational leadership.
- Consistently receives excellent or outstanding teaching evaluations.
- Nomination for, or receipt of, honors or awards for excellence in teaching or mentorship.
- Recognition as an outstanding and influential role model for students, fellows, residents, or other trainees.
- Record of successful mentorship of students, residents, fellows, or other faculty.
- Leadership, development of, or significant contributions to courses, service-learning activities, mentoring or career development programs, assessment of learning outcomes, or other instructional materials or educational programs.
- Consistent record of advancing inclusive excellence, improving population health, engaging with communities, and supporting access to education and care in the health professions.
- Consistent participation in national educational activities.
- Senior Fellow or Legacy member in the CU SOM Academy of Medical Educators.
- Evidence of teaching scholarship.

Meritorious

- Participation in the teaching or mentoring activities of the department, school, campus or university.
- Regular participation on committees that focus on teaching in the health professions or addressing challenges in education.
- Meritorious teaching evaluations from students, trainees and peers.
- Development or redevelopment of teaching materials for students or other trainees, continuing education courses, or other faculty training.
- Participation in workshops or training programs that support respectful and inclusive workplace and learning environments.
- Participation as a mentor on a training grant.
- Participation in workshops or training programs to improve one's teaching or mentoring effectiveness.
- Associate or Fellow in the CU SOM Academy of Medical Educators.

Clinical Activity Criteria

Clinical activity includes direct patient care, leadership of clinical programs, health care innovations, quality improvement activities, and activities that focus on strengthening access to resources for all communities and population health.

Excellent

- Regularly assumes greater than average share of clinical duties.
- Regularly assumes greater than average share of administrative responsibilities in support of the patient care programs of the department, hospital, school or university.
- Demonstration of clinical services or skills representing a unique niche within a specialty that required additional training, responsibility, and knowledge beyond those normally applied for within the specialty.
- Documented evidence of consistent outstanding patient outcomes, patient referrals from a wide region, contributions to inter-professional healthcare teams or successful collaborations across disciplines.
- Creative, active participation in the evaluation of the effectiveness of care.
- Recognition for excellence in clinical activity.
- Demonstration of effective leadership at the site of clinical practice.
- Leadership of, or significant contributions to, workshops or training programs that address challenges surrounding inclusiveness in clinical settings.
- Substantive leadership role at the regional, national, or international level in organizations related to clinical practice.
- Recognition by trainees, professional colleagues, or patients for possessing the attributes of an excellent clinician.
- Nomination for, or receipt of, honors or awards for clinical excellence or professionalism.
- Evidence of health care-related scholarship.

Meritorious

- Active and effective participation in clinical activities of the academic unit.
- Participation on committees or task forces that support the patient care programs of the department, hospital, school or university.
- Demonstration of clinical skills that are highly effective.
- Letters of support from referring health professionals or from colleagues at the site of practice.
- Invitations to speak on clinical topics on campus or in the local community.
- Participation in activities that improve one's clinical skills or promote health care quality, address variations in care and outcomes, and improve patient safety.
- Participation in workshops or training programs that address challenges surrounding inclusiveness in clinical settings.
- Regular participation in community collaborations that strengthen clinical partnerships.

Research or Other Scholarly Activity Criteria

All faculty in the Tenured and Tenure-Eligible track are required to participate in scholarship, as broadly defined. All scholarship implies creativity. The central purposes of scholarship and creative work are to deepen understanding and to advance and disseminate knowledge. The products of scholarship must be in a format that can be evaluated, which would normally mean a written format, but could include web-based or digital formats.

Excellent

- A consistent level of peer-reviewed or other funding for research awarded in a competitive manner over a sustained period, including grants related to the education of health professionals, healthcare innovation or quality improvement, or public health.
- Principal investigator, Co-Principal, or Co-investigator status on competitive peer-reviewed research grants.
- Designs and directs a basic, clinical, translational, program evaluation, or other research program.
- Demonstrated evidence of originality as an investigator, with evidence that the faculty member's research has deepened understanding in relevant scientific discipline(s) and has advanced knowledge or the practical application of that knowledge.
- Success as a team scientist (e.g., significant independent intellectual contributions, such as contributing critical skills, expertise and effort, that result in sustained competitive research funding or successful publication, including middle authorship).
- An ongoing record of publications in peer-reviewed journals.
- An ongoing record of publications (e.g., investigative reports, reviews, case studies, policy reports, white papers or other written or electronic products of scholarship) related to clinical health care and quality, health professions education, or population health.
- Visiting professor activities at other institutions.
- Research presentations at national or international meetings.
- Development of patents.
- Documented leadership of, and outcomes from projects that have improved the quality of care, cost-efficiency, access, or patient safety.
- Development of new techniques, therapies, clinical guidelines, clinical information systems, patient care practices or pathways, or health care delivery systems that have improved the health of patients or populations.
- Consistent record of creative scholarship in the visual arts, literature, music or other domains reflecting on the human experience of health, illness or healthcare.
- Development of innovative educational activities, teaching methods, educational technologies, or programming to support learners or faculty, recognized outside the primary department.
- Leadership of or substantive contributions to the development of certifying, credentialing, or qualifying examinations for students, residents or fellows or

practicing clinicians.

- Nomination for, or receipt of, honors or awards for research or scholarship.

Meritorious

- Authorship of papers in peer-reviewed journals or other disseminated publications.
- Serving as a collaborator in a basic science, clinical, translational or other research program.
- Co-investigator status on grants, including grants related to basic science, clinical, or translational research, health profession education, and healthcare innovation.
- A principal and sustained role in the management of a research program with external funding.
- Research presentations at institutional, local, or regional meetings.
- Regular participation on committees that focus on the research programs of the SOM.
- Documented interventions and outcomes from participation in activities that promote health care quality, cost-efficiency, access or patient safety within the institution.
- Documented interventions and outcomes from improvement or expansion of an existing course or curriculum.

Leadership and Service Criteria

Service includes professional and administrative activities that support one's discipline or that advance the clinical, teaching, research, or community engagement missions of the institution. Promotion to all ranks and awards of tenure require contributions in the leadership and service domain.

Meritorious

- Service on, or leadership of committees or task forces within the program, division, department, school, campus, or university or non-profit organizations aligned with the mission of the medical school.
- Service to local, state, national or international organizations.
- Participation in initiatives that promote inclusive excellence, broaden access and opportunity, and foster a respectful and supportive environment for all members of the academic and clinical community.
- Service as an article reviewer, editor, or editorial board member for clinical, educational, or scientific journals.
- Service as a member of a scientific study section.
- Appointment to leadership positions within the institution.
- Significant involvement in health care advocacy, community service or outreach, community-based participatory research programs, or other activities that shape public policy on health care or that address health disparities.

Excellent

- Nomination for, or receipt of, awards for exemplary service, as defined above.