

Elements for Appointment or Promotion to the Unmodified Track

Investigator/Educator Prototype

Associate Professor

It is recognized that some individuals do not have a traditional clinical practice but do contribute substantially to education and research within their field of expertise.

1. Service as Assistant Professor at TUSM or equivalent institution for at least five years with a consistent record of excellence in laboratory or clinical investigation and noteworthy contributions to teaching and/or administrative service. Appointment or promotion with less than five years in rank as Assistant Professor will be considered only in cases of exceptional achievement.
2. Noteworthy contributions to investigation as evidenced by most of the following:
 - a. Ongoing generation of new knowledge as demonstrated by publication of original, high-quality laboratory or clinical investigations in peer-reviewed journals. Substantive contribution of major research ideas with identifiable independence from senior scientific mentors.
 - b. Outside recognition as an original, independent investigator as demonstrated by external funding of investigator-initiated research projects, local and regional invited lectures, participation in symposia and professional society programs, formal awards and prizes, and election to scientific or professional societies.
 - c. Leading role in a major research training program.
 - d. Recognized role model and mentor for students and trainees.
3. Noteworthy contributions to teaching and/or administrative service as evidenced by most of the following:

Teaching

- a. Ongoing recognition as an excellent teacher of students, residents, fellows, or continuing medical education participants. This may be documented by outstanding teacher awards and formal evaluations by trainees at all levels.
- b. Outside recognition of teaching excellence as demonstrated by local and regional invited lectures, and by teaching in symposia, professional society programs, and continuing medical education courses.
- c. Important role in a major teaching or training program.
- d. Leadership role in development of educational programs, curricular offerings, and teaching materials.
- e. Participation in the curriculum committee or other education-related committees.
- f. Participation in the development of educational policy at the local or national level.
- g. Recognized role model and mentor for students and trainees.

Administrative Service

- a. Service in major administrative roles at TUSM or affiliated hospital, e.g., Assistant Deans, Directors, etc.
- b. Service on major TUSM, hospital/health-care system, or medical staff committees, e.g., Curriculum Committee, IRB, Pharmacy and Therapeutics

4. Professional recognition as evidenced by most of the following:
 - a. Membership in editorial boards and scientific or professional societies.
 - b. Important role in research administration or hospital/health-care system.
 - c. Publication of original investigations, clinical observations, reviews, chapters, or books, and membership in editorial boards.
 - d. Participation in clinical trials and clinical investigation.
 - e. Participation in local or regional research affairs through membership in professional societies and specialty governing boards.

-Approved by Faculty, June 2011

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Investigator/Educator Prototype

Professor

It is recognized that some individuals do not have a traditional clinical practice but do contribute substantially to education and research within their field of expertise.

1. Service as Associate Professor at TUSM or equivalent institution for at least five years with a consistent record of outstanding performance in laboratory or clinical investigation and outstanding contributions to teaching and/or administrative service. Appointment or promotion with less than five years in rank as Associate Professor will be considered only in cases of exceptional achievement. This rank is reserved for distinguished members of the faculty in recognition of distinctive achievement.
2. Outstanding contributions to investigation as evidenced by most of the following:
 - a. Exceptional record of generation of new knowledge as demonstrated by publication of original, outstanding, and innovative laboratory or clinical investigations in peer-reviewed journals.
 - b. Leadership role in the creation of major and innovative research ideas.
 - c. Outside recognition as an original, outstanding investigator of national/international stature as demonstrated by a strong record of external funding of investigator-initiated research projects, national/international invited lectures, leadership role in symposia and professional society programs, formal and prestigious awards and prizes, membership in study sections and advisory groups, and election to prestigious scientific or professional societies.
 - d. Significant role in a major research training program. Impact of research training may be recognized by the professional achievement and stature of former students and trainees.
 - e. Well-recognized investigative role model and mentor for students and trainees.
3. Outstanding contributions to teaching and/or administration as evidenced by most of the following:

Teaching

- a. Ongoing recognition as an outstanding teacher of students, residents, fellows, post-docs, or continuing medical education participants. This may be documented by outstanding teacher awards, election to faculty AOA, and formal evaluations by trainees at all levels. Impact of teaching may also be recognized by the professional achievement and stature of former students and trainees.
- b. Outside recognition of teaching excellence as demonstrated by regional and national/international invited lectures, named lectureships and awards, visiting professorships, and by teaching in specialty societies and national continuing medical education courses.
- c. Leadership role in a major teaching or training program.
- d. Ongoing, leadership role in development and major participation in departmental or institutional courses or educational programs, curricular offerings, and original teaching materials.
- e. Leadership role in curriculum committee or other education-related committees.

- f. Leadership role in the development of educational policy at the local or national level.
- g. Well-recognized role model and mentor for students and trainees.

Administrative Service

- a. Leadership in major administrative roles, .e.g., Associate Dean for
 - b. Leadership on major committees, e.g., Curriculum Committee, IRB, Pharmacy and Therapeutics, Scientific Affairs Committee, etc.
4. Advanced professional recognition as evidenced by most of the following:
- a. Membership in editorial boards and scientific or professional societies, and editorship of textbooks or journals.
 - b. Publication of original investigations, clinical observations, reviews, chapters, or books.
 - c. Leadership role in clinical trials and clinical investigation.
 - d. Leadership role in TUSM research, hospital/health-care system and national/international research committees.
 - e. Leadership role in regional or national professional societies, program committees, and specialty governing boards.

-Approved by Faculty, June 2011

Definition of “Clinician”

For the purposes of unmodified track appointments or promotions, the definition of “clinician” in addition to those who provide direct patient care or oversight should be considered to include public health practitioners, clinical researchers, and clinically-relevant basic science researchers or human subject researchers.

-Approved by Clinical Appointment and Promotion Committee, February 2010