

Radiation Oncology Performance Standards for Tenured Faculty

Promotion and tenure are based on achievements in teaching, scholarly activity and service which may include both clinical service and service to the institution and beyond. As a tenured faculty there is anticipation that the same activities that lead to the promotion and tenure would continue and that the career progress as a tenured faculty continue at an equivalent quantity and quality of the rank attained. Yearly evaluation and planning for the coming year will include the evaluation and planning for teaching, scholarship and service as is done for all faculty in the department.

Each faculty member will submit an updated list of the prior years achievements / activities in each area and the concentrations made in each of the three areas. In addition a highlighted CV indicating these achievements on an updated CV will be submitted. Along with this a statement of plans/goals for the coming year will be made.

Teaching Standards

A variety of teaching activities are encouraged and include:

- Clinical teaching of undergraduates, medical students, residents, fellows, graduate students or post-doctoral students.

- Directing formal courses for medical and graduate students.

- Supervision of graduate students and postdoctoral fellows in research.

- Teaching and supervising sabbatical faculty.

- Mentoring of junior faculty and peers

- Lecturing in other courses and in international or national seminars

- Participation in on-line media and courses

Evidence of effectiveness (quality) in teaching, as reflected by:

- Favorable evaluations by students, residents, or fellows as part of a systematic evaluation program.

- Favorable evaluations by peers, as part of a systematic evaluation program.

- Favorable evaluations of courses and curricula, as part of a systematic evaluation program.

- Successful guidance of graduate students to completion of their degrees.

- Teaching awards from students or peers.

- Publication of teaching materials in peer-reviewed repositories.

- National/international use of teaching materials.

- Leadership role in educational activities of national/international professional societies, such as directing a meeting or conference.

It is expected that tenured faculty have at least three of these activities on an ongoing basis and that the quality of these activities is rated highly (above the mean).

Scholarship Standards

Scholarship may consist of a variety of activities and creative outlets and include:

Consistent publication in peer reviewed journals of high impact. First and senior authorship for a proportion are expected.

Consistent extramural grant support commensurate with the area of interest.

A sustained leadership role in an independent research program, or a principal role in management or support of a collaborative research program.

Evidence of national/international recognition through invited talks, abstract presentations and national, international publication outreach

Publication of books, chapters, and review articles.

Invited presentations at major national/international meetings or at major institutions or research organizations.

Development/award of patents for discoveries in the candidate's field.

Leadership and/or organization of peer-reviewed clinical trials.

Service on study sections or consensus panels or editorial boards.

Leadership of national meetings or workshops.

Service as reviewer or on editorial boards of journals.

Scientific program building and leadership.

Mentoring or advising of trainees and faculty.

It is expected that tenured faculty contribute to at least 2-3 manuscripts per year and maintain independent R level funding (or equivalent) and/or contribute to several other ongoing grants. Participation in at least one national or international society at an administrative or meeting organization level or membership on an editorial board is also expected.

Service Standards

Faculty are expected to continue to serve both our institution as well as the scientific community at large and these activities include:

Committee membership in the Department, College, and/or University.

Thesis committee membership.

Administrative leadership role in the Department, College, or University.

Leadership role in national/international professional organizations.

Session chair at national/international meetings.

Editorial board member or journal reviewer.

Study section leadership or membership.

Medical/scientific lectures to the lay public.

Media presentations/interviews.

Work with governmental agencies/legislature.

Advocacy for research mission and funding.

Enabling mission-based development and philanthropy.

Practice of high quality patient care (clinic, in-patient, and outreach services)

Positive comments and high ratings on satisfaction surveys as well as high efficiency for allotted time in clinical activities.

Compliance with Radiation Oncology and UIP standards and workflow adherence in the clinic.

It is expected that the tenured faculty participate in at least 2-3 of these activities per year.