

**POST TENURE REVIEWS  
DEPARTMENT OF DERMATOLOGY**

An annual review will be performed by the DEO. The process will begin in spring with the faculty member submitting an updated copy of his or her curriculum vitae in the UI format. The DEO will write the review and discuss with the faculty member his or her progress toward meeting the overall goals that will be assessed in the 5 Year Review. All reviews will be completed by June 30<sup>th</sup> of each fiscal year. A copy will be placed in the faculty member's file.

A five-year review will be conducted by a committee of CCOM faculty members at or above the academic level of the member being reviewed. The committee will review the faculty member's achievement within the Standards of Competence and Performance for Tenured Faculty in Dermatology. The committee will interview the faculty member and additional material the committee will review includes:

1. CV
2. Teaching reviews by residents and students
3. OPPE (for clinicians)
4. Evidence of scholarly activity (grants, publications, teaching materials)

All metrics are a 3-year rolling average and trended over the past 5 years for the annual review. For the 5-year review they will be the average of the five year period encompassed by the review. The metrics are listed below and additional details are outlined in the Standards of Competence.

**Ph.D. or non-clinical MD /M.D. PhD**

Research, Teaching, Scholarly activity, Mentorship

- 80% base salary coverage by grants, teaching contributions (ie paid teaching assignments)
- Scholarly activity: 2 peer reviewed first or last author publications per year
- Teaching – assigned teaching with good teaching evaluations
- Mentorship – primary responsibility for graduate students, post-docs, fellows, or medical students

**M.D. or MD PhD with Clinical Responsibilities**

Clinical, Teaching, Scholarly activity/Research, Mentorship

- 100% of base salary coverage by: clinical activity, grants (including clinical trials), administrative appointments, endowments
- Teaching- assigned teaching with good teaching evaluations
- Scholarly activity - 2 peer reviewed first or last author publications per year or other equivalent teaching materials
- Meets 100% of current OPPE metrics
- Mentorship – students, residents, fellows

**Both:**

Professional activities on institutional, state, national and international levels:

- Committees
- Leadership positions
- Editorial boards, reviewer panels

- Visiting lectureships, contributions to CME programs
- Honors

A letter outlining the findings of the Review Committee will be discussed by the DEO with the faculty member and the faculty member will have an opportunity to comment on the review. Results will be forwarded to the Dean for Faculty Affairs.