

Department of Internal Medicine Performance Standards for Tenured Faculty

Teaching

Associate and Full Professor

Evidence of effectiveness 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.

Additional evidence may include:

- 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.

Teaching activities include:

Lecturing and facilitating small groups for students (medical, graduate, or undergraduate), residents, or fellows.

Clinical teaching of medical students, residents, or fellows.

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.

Teaching in continuing medical education programs.

Development of teaching materials, in print or electronic media.

Development of courses and curricula.

Medical/science education for the public at large.

Presentations at national/international conferences.

Invited lectures.

Scholarship

Associate and Full Professor

Demonstration of scholarly achievement, as reflected by:

- Consistent publication of peer reviewed papers in professional journals appropriate to the field of endeavor. Greater significance is attributed to first or senior authored papers.
- 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 (Full Professor).

Additional evidence may include:

- 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.
- 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.

Service

Associate and Full Professor

Significant and effective service to the Department, College, University, and academic community, as reflected by:

- Committee membership in the Department, College, and/or University.
- Mentoring of trainees and junior colleagues.
- 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.

Effectiveness in clinical service (where applicable):

- Practice of high quality patient care (clinic, in-patient, and outreach services).
- Compliance with Department of Internal Medicine and UIP standards.