

TENURE TRACK – CLINICAN SCHOLAR PATH

Promotion from Assistant Professor to Associate Professor with Tenure

The candidate will be expected to contribute positively to the overall quality of the School of Medicine, maintain his/her contributions over the course of his/her career and exhibit professionalism. Candidates will be expected to continue life-long learning in their area of expertise. Successful candidates will demonstrate excellence in scholarly work, teaching, and service. Examples of how excellence can be documented are included in the table below. Successful candidates may demonstrate some or all of these. Overall evaluation will take into consideration percent effort dedicated to each of these missions, as defined by the letter of appointment and modified and agreed to in annual faculty evaluations. Please note: Under **Performance Goals and Responsibilities**, all appointment letters indicate that faculty appointed on the Clinician Scholar Path should have a minimum of 20% effort allocated to research: “**research activities will not fall below 20%**” – this implies that research effort should be maintained at a minimum of 20% effort throughout the pre-tenure years and throughout the career of the Clinician Scholar.

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Faculty Title	Assistant Professor	Associate Professor	Professor
Degree requirements	Appropriate terminal degree for appointment Evidence of appropriate, current credentials (board certification, if relevant)	Appropriate terminal degree for appointment Evidence of appropriate, current credentials (board certification, if relevant)	Appropriate terminal degree for appointment Evidence of appropriate, current credentials (board certification, if relevant)

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Faculty Title	Assistant Professor	Associate Professor	Professor
<p>Research, scholarship and/or creative work</p> <p>Multiple forms of scholarship are acceptable and should correspond closely to the candidate’s chosen area of academic emphasis:</p> <ul style="list-style-type: none"> • Research Focus – role as independent or significant collaborator in an independent project. • Education Focus – demonstrate leadership role and superior outcomes for the educational program which must be rated as excellent to outstanding by peers and learners with evidence of continuous quality improvement to the program. • Clinical Focus – demonstrate leadership role and superior outcomes in a clinical program including implementation and evaluation of quality improvement initiatives. • Clinical Investigation Focus – demonstrate leadership role in clinical trial activities with demonstration of independent scholarly contribution resulting from these activities. <p>For all focus areas of research and scholarship, results must:</p> <ul style="list-style-type: none"> • Be peer-reviewed • Be widely disseminated in appropriate forums • Lead to advances in knowledge in that area 	<p>Capable of launching an independent program of scholarly work that will bring distinction to the MU School of Medicine.</p>	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • carry out independent and original scholarly work that makes a significant contribution to new knowledge • be recognized by peers at the national level for the quality and creativity of his/her scholarly work • have received sufficient peer-reviewed external funding for ongoing scholarly work <p>Excellence can be documented by:</p> <ul style="list-style-type: none"> ○ significant and continuous publications as primary or senior author on work conducted while on faculty at MU in peer-reviewed journals with high editorial standards ○ sustained peer- reviewed external funding to support scholarly efforts 	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • earn national and/or international recognition as a leading authority in his/her field. • have continued excellence in independent and original scholarly work • demonstrate excellence in scholarship <p>Excellence can be documented by:</p> <ul style="list-style-type: none"> ○ sustained peer- reviewed external funding to support scholarly efforts ○ significant and continuous publication record as primary or senior author on work conducted while on faculty at MU in peer-reviewed journals with high editorial standards ○ collaborative scholarly work leading to peer-reviewed publications and peer-reviewed external funding ○ national/international recognition for scholarly work, as evidenced by the following contributions: <ul style="list-style-type: none"> • invited reviews/book chapters • frequent invited presentations of scholarly work (symposia, seminars) • appointment to editorial boards or as editor, co-editor, associate editor of scientific journals or books • appointments or receipt of awards that require evaluation of professional competence • evidence of leadership in the field of scholarly achievements

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Faculty Title	Assistant Professor	Associate Professor	Professor
<p>Teaching, advising, and serving as a mentor and role model</p>	<p>Capable of making significant independent contributions to the ongoing teaching mission of the MU SOM</p>	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • serve as a mentor and role model to learners (medical students, graduate students, postdoctoral fellows, residents and/or fellows). • have a teaching role in courses within the SOM, including department-based courses. Maintain a high level of effectiveness, with a record of courses taught over several years, the number of students and level of subject matter. <p>Excellence can be documented by:</p> <ul style="list-style-type: none"> ○ positive student and peer/ senior faculty evaluations ○ positive annual departmental evaluations ○ participation in PBL/IPC blocks as a lecturer, tutor or block leader ○ participation in GME programs ○ publications related to teaching, course development or display of initiative in enriching departmental teaching, including computer based learning and web-based education ○ participation in CME as teachers 	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • continue to serve as a mentor and role model to learners (medical students, graduate students, postdoctoral fellows, residents and/or fellows). • have a central teaching role in courses within the SOM and/or department-based courses. The candidate will maintain a high level of effectiveness, with a record of courses taught over several years, the number of students and level of subject matter. <p>Excellence can be documented by:</p> <ul style="list-style-type: none"> ○ positive student and peer/ senior faculty evaluations which generally exceed the departmental average ○ positive annual departmental evaluations ○ expanded role in PBL/IPC blocks as a lecturer, tutor or block leader in an expanded role ○ participate in GME programs in an expanded role ○ publications related to teaching, course development or display of initiative in enriching departmental teaching, including computer based learning and web-based education ○ participation in CME as teachers

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Faculty Title	Assistant Professor	Associate Professor	Professor
<p>Service</p> <ul style="list-style-type: none"> • other than clinical • clinical 	<p>Capable of making significant independent contributions to the ongoing administrative and/or clinical missions of the SOM.</p>	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • contribute to the department or School of Medicine in such areas as clinical service and internal governance. <p>Excellence can be demonstrated by:</p> <ul style="list-style-type: none"> • participation on Departmental, School of Medicine or University committees • evidence of national recognition (invitations to review manuscripts, grant applications; society committee membership; organization of symposia) • membership/participation in professional organizations • patient outcomes • observations and opinions of peers and patients. 	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • contribute to the department, the School of Medicine, MU and nationally/internationally in their field. <p>Excellence can be demonstrated by:</p> <ul style="list-style-type: none"> ○ departmental service as well as School of Medicine or Institutional committee service ○ service on grant review panels ○ state, regional, national or international committees or elected office/appointment in professional organizations ○ appointment to editorial boards ○ patient outcomes ○ observations and opinions of peers and patients.