

## Addendum 1: Academic Educator Track – Non-Tenure Track: Criteria and Metrics; *Teaching/Recognition/Scholarship*

DOMAIN	Assistant Professor – AET	Associate Professor – AET	Professor – AET
<b>Summary</b>	Evidence of a <b>local reputation</b> as an active and highly effective teacher	<b>Local</b> and <b>regional reputation</b> as a leader in education; demonstrated by innovative teaching methods, curricula, educational policy or assessment tools	<b>Sustained local and regional reputation</b> as an educational leader and innovator; among the best in the development of educational methods, curricula, policy and assessment or educational research;
<b>TEACHING</b>	<b>Examples of metrics</b>	<b>Examples of metrics</b>	<b>Examples of metrics</b>
<b><i>Didactic teaching of students, trainees and peers (e.g., course and clerkship lectures, CME courses, grand rounds, graduate course directorship)</i></b>	<ul style="list-style-type: none"> <li>Participation in courses and lectures at SSOM, LUMC and its affiliates.</li> <li>Local invited lectures</li> <li>Participation in teaching symposia, conferences, workshops, faculty development programs and continuing educational courses.</li> </ul>	<ul style="list-style-type: none"> <li>Innovation in classroom teaching methods or novel application of existing teaching methods with adoption locally</li> <li>Teaching/lecturing locally and also about issues related to education</li> <li>Leadership roles in major teaching/mentoring or clinical training programs.</li> </ul>	<ul style="list-style-type: none"> <li>Innovation in classroom teaching methods with adoption regionally.</li> <li>Dissemination through poster or other conference presentation or (co-) authored publication.</li> <li>Teaching/lecturing regionally and also about issues related to education.</li> </ul>
<b><i>Research training and mentorship (e.g., mentor for medical student, graduate student, resident, clinical research fellow)</i></b>	<ul style="list-style-type: none"> <li>Number of individuals trained</li> <li>Publications with trainees or students</li> <li>Feedback from trainees, if available</li> <li>Course evaluations</li> </ul>	<ul style="list-style-type: none"> <li>Number and stature of trainees upon whom the candidate had a major influence.</li> <li>Feedback from trainees.</li> <li>Important roles, in major research/mentoring in basic, translational or clinical training programs (including training grants).</li> </ul>	<ul style="list-style-type: none"> <li>Number and stature of trainees upon whom the candidate had a major influence; stature may be assessed by the trainees' academic rank, leadership positions, impact on the field, prestigious awards, publications with trainees.</li> <li>Feedback from trainees.</li> <li>Leadership role in major teaching/mentoring and/or clinical training program.</li> <li>Leadership role in major research/mentoring in basic, translational or clinical training programs.</li> <li>Role in initiating such programs, including training grants.</li> </ul>

TEACHING FORMS	Examples of metrics	Examples of metrics	Examples of metrics
<b><i>Administrative leadership role (e.g., course or seminar director)</i></b>	<ul style="list-style-type: none"> <li>Evaluations and success of course(s) and or program(s) for which candidate was a participant.</li> <li>Development of curricular offerings and teaching materials (including web-based syllabi, case discussion materials and evaluation tools).</li> <li>Participation on a curriculum committee or other education-related committees</li> </ul>	<ul style="list-style-type: none"> <li>Evaluations and success of course(s) or program(s) for which candidate was the leader</li> <li>Participant enrollment in non-required courses for which the candidate was the leader</li> <li>Participation in design of new offerings or major revisions of existing offerings</li> <li>Presentation of educational research at regional meetings and in peer reviewed journals.</li> <li>Leadership roles in development of educational programs, curricular offerings and innovative teaching materials (including web-based syllabi, case discussion materials and evaluation tools) and securing local funding for such programs.</li> </ul>	<ul style="list-style-type: none"> <li>Increasing local and regional leadership role related to education in a professional societies.</li> <li>Local and regional replication of courses developed by the candidate or innovative programs.</li> <li><u>Measures of success</u> may include attraction of competitive candidates into programs and/or enhancement of faculty diversity by increasing their representation within programs.</li> <li>Leadership role in a curriculum committee or other education-related committees</li> <li>Leadership role in the development of educational policy at the local or regional level.</li> <li>Recognized role model and mentor for students, trainees and junior faculty</li> <li>Participation in scholarly activities as evidenced by publication of original educational, clinical or basic investigations, reviews, chapters or books; by membership on editorial boards, or editorship of textbooks or journals.</li> <li>Participate in local or regional foundation grant support for clinical, translational or basic science investigations, as well as participation in the administrative affairs of the department, College and University.</li> </ul>

**Addendum 1 Continued: Academic Educator Track – Non-Tenure Track: Criteria and Metrics; *Teaching/Recognition/Scholarship***

DOMAIN	Assistant Professor - AET	Associate Professor – AET	Professor – AET
<b>RECOGNITION</b>	<b>Examples of metrics</b>	<b>Examples of metrics</b>	<b>Examples of metrics</b>
	<ul style="list-style-type: none"> <li>• Invitations to speak and teach locally , including outside the candidate’s department(s)</li> <li>• Contributions to local professional educational organizations</li> <li>• Local awards for teaching or mentoring</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership or senior role in local courses or programs.</li> <li>• Service on local committees developing guidelines and policies for education/training programs</li> <li>• Service on local committees evaluating education programs or grant proposals related to education</li> <li>• Service on editorial boards of educational journals</li> <li>• Awards for teaching or mentoring from sources other than the candidate’s department or institution</li> </ul>	<ul style="list-style-type: none"> <li>• Visiting professorships and invitations to speak regionally.</li> <li>• Leadership of regional courses related to education</li> <li>• Serving on regional committees on issues related to development of educational programs or on educational methods, policy or assessment</li> <li>• Service on regional committees evaluating education/training programs or reviewing grant proposals related to education</li> <li>• Funding to conduct educational research or to develop educational materials, methods, assessment tools or programs</li> <li>• Participation on an editor board, regional awards related to education or educational scholarship</li> </ul>
<b>SCHOLARSHIP</b>	<b>Examples of metrics</b>	<b>Examples of metrics</b>	<b>Examples of metrics</b>
	<ul style="list-style-type: none"> <li>• Development and local adoption of educational material in print or other media; may include syllabi, curricula, web-based training modules or courses, and/or technologies (e.g., simulation)</li> <li>• Development of educational methods, policy statements, and/or assessment tools</li> </ul>	<ul style="list-style-type: none"> <li>• Publication of author chapters, reviews within textbooks.</li> <li>• Development of educational material in print or other media with local, and in some cases regional adoption; may include syllabi, curricula, web-based training modules or courses, and/or technologies (e.g., simulation);</li> <li>• Development of educational methods, policy statements, and/or assessment tools</li> <li>• Popular dissemination of teaching expertise (e.g., blogs, webinars, Twitter Chats, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• Publication as a first author or editor of a major textbook.</li> <li>• Development of innovative educational methods/materials in print or other media that are widely adopted.</li> <li>• Publication of senior author research related to educational methods, assessment and/or policy.</li> </ul>

## Addendum 2: Academic Educator Track – Non-Tenure Track: Criteria and Metrics; *Administration and Institutional service*

DOMAIN	Assistant Professor - AET -NTT	Associate Professor – AET-NTT	Professor - AET-NTT
<b>Service to the Institution</b>	Evidence of a local reputation as an active participant	Evidence of a strong local reputation as an active participant	Evidence of a sustained regional reputation as an active participant
<b>FORMS OF SERVICE</b>	<b>Examples of metrics</b>		
<i>Intramural service to the health system, department, medical school, and/or university</i>	<ul style="list-style-type: none"> <li>• Participation on committees such as IRB, quality improvement committee, trainee selection committees, or promotion/search committees</li> <li>• Participation on SSOM committees such as CART, Admission committee, Faculty Council, Competency Council, Central Curricular Authority, etc.</li> <li>• Consultant to other organizations in area of administrative expertise</li> </ul>		
<i>SSOM committees</i>			
<i>Administrative management of a core institution, facility or organization</i>	<ul style="list-style-type: none"> <li>• Appointment to regional committees related to administrative roles, such as committee on diversity, health policy, human subject research, etc.</li> <li>• Invitations to educate peers about administrative methods and practices</li> </ul>		
<i>Extramural service to the university, professional and government groups</i>	<ul style="list-style-type: none"> <li>• Development of programs that create diversity by increasing the representation of women and minorities' among students, residents and faculty</li> <li>• Leadership roles in professional societies related to administrative role</li> <li>• Awards recognizing administrative contributions</li> <li>• Community engagement and volunteer work, Invited presentations local to regional, Ministry and/or mission based service work at the national and/or international level</li> </ul>		