

## Addendum 1: Academic Scholar Track (AST) – Tenure Track: Criteria and Metrics; *Teaching/Recognition/Scholarship*

An individual must meet or exceed the following criteria in order to be appointed to, or promoted within the tenure sub-track. This track will often include faculty whose work includes a substantial focus on scholarship in the humanities, health policy or a related field that is outside the biomedical sciences. In such cases, scholarship will often be related to the content of their field rather than educational scholarship and service will be to appropriate professional organizations.

DOMAIN	Assistant Professor - AST -TT	Associate Professor – AST-TT	Professor – AST-TT
<b>Summary</b>	Evidence of teaching excellence and demonstration of commitment to education by activities locally, both within and without the University. 300 or more teaching hours or the equivalent per year is common.	Have a strong local reputation as an active leader in education; demonstrated by innovative teaching methods, curricula, educational policy or assessment tools. Leadership roles such as course or program director are common.	Have sustained reputation as an educational leader and innovator. Professor AST-TT is awarded to those <b>distinguished members of the faculty in recognition of distinctive local, regional and national/International achievement.</b>
<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)</i></b>	<ul style="list-style-type: none"> <li>• Participation in courses and lectures at SSOM, other schools of LUC, LUMC and its affiliates.</li> <li>• Local invited lectures</li> <li>• Participation in, conferences, workshops, faculty development programs and continuing educational courses.</li> <li>• Intramural or Local awards for teaching, mentoring, or service</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>• Development of courses</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> <li>• Leadership role in local courses.</li> <li>• Senior local leadership role in education.</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 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>• 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> <li>• Regional or national awards for teaching or mentoring</li> <li>• Visiting professorships and invitations to speak regionally.</li> <li>• Leadership of regional courses related to education.</li> <li>• Serving on National committees on issues related to development of educational programs or on educational methods, policy or assessment.</li> <li>• Service on National committees evaluating education/training programs or reviewing grant proposals related to education.</li> <li>• Regional and national invited lectures, named lectureships and awards.</li> <li>• Teaching in specialty societies and/or national continuing medical educational courses.</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>

## Addendum 1 Continued: Academic Scholar Tenure Track: Criteria and Metrics; *Teaching/Recognition/Scholarship*

DOMAIN	Assistant Professor - AST -TT	Associate Professor – AST-TT	Professor – AST-TT
<b>TEACHING FORMS</b>	<b>Examples of metrics</b>	<b>Examples of metrics</b>	<b>Examples of metrics</b>
<i>Administrative leadership role (e.g., course or seminar director)</i>	<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 leadership role in a professional society.</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 health policy or educational policy at the local or national level.</li> <li>Recognized role model and mentor for students, trainees and junior faculty</li> <li>Significant participation in the administrative affairs of the department, College and University.</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> <li>Dissemination of scholarly work via local presentations and popular media, e.g., blogs</li> <li>Publications in peer reviewed journals (required – 1.5/year peer-reviewed publications or the equivalent).</li> </ul>	<ul style="list-style-type: none"> <li>Publications in peer reviewed journals. (required – 1.5/year peer-reviewed publications or the equivalent).</li> <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>While educational research is encouraged, it is recognized that funding sources for research in medical education are limited; therefore, extramural funding is considered an asset, but not a requirement for promotion.</li> </ul>	<ul style="list-style-type: none"> <li>Publications in peer reviewed journals (required – 2/year or the equivalent)</li> <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 content in one’s field or educational methods, assessment and/or policy.</li> </ul>

**Addendum 2: Academic Scholar Track (AST) – Tenure Track: Criteria and Metrics; Administration and Institutional Service**

DOMAIN	Assistant Professor - AST-TT	Associate Professor - AST-TT	Professor - AST-TT
<b>Service to the Institution</b>	<p>Evidence of a local reputation as an active participant.</p> <p>Activity on local education-related committees and/or participation in educational policy discussions.</p> <p>Activity on health-system committees and policy making bodies relevant to health policy</p>	<p>Evidence of a strong local reputation as an active participant.</p> <p>Activity on health-system committees and policy making bodies relevant to health policy</p>	<p>Evidence of a National/International reputation as an active participant in professional society leadership or influence in development of health policy</p>
<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> <li>• Work with local organizations to improve the health of underserved populations or communities.</li> </ul>		
<i>SSOM committees</i>			
<i>Administrative management of a key institution, facility or organization</i>	<ul style="list-style-type: none"> <li>• Appointment to health system or 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> <li>• Involvement and leadership in mentoring and training grants.</li> </ul>		
<i>Extramural service to the university, professional and government groups</i>	<ul style="list-style-type: none"> <li>• Contributions to local or national professional or educational organizations.</li> <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 or service 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> <li>• National and international engagement and leadership positions in National groups.</li> </ul>		