

## APPENDIX B – Reference Guidelines for Promotion &amp; Tenure

	Satisfactory	Substantial	Outstanding
Scholarship Research Excellence	<ul style="list-style-type: none"> <li>Individually or as a team, peer- reviewed high quality publications</li> <li>Original work: theoretical, applied</li> <li>Inventions, methodology advances</li> <li>Individual or collaborative local or institutional funding</li> <li>Mentored career development award</li> <li>Serve as a journal reviewer</li> <li>Local or state peer presentations</li> <li>Dissemination of curriculum through peer reviewed abstracts and curriculum repositories</li> <li>Participate in creation of clinical guidelines or clinical evidence reviews</li> </ul>	<ul style="list-style-type: none"> <li>Continuing individual or collaborative publications in peer- reviewed journals of high quality with substantial role</li> <li>Develop new methods or tools that add to research capacity in one or more fields</li> <li>Develop and disseminate innovative learner assessment tools</li> <li>Achieve independent funding</li> <li>Obtain funding for collaborative efforts</li> <li>Be invited to present work at regional level</li> <li>Lead Departmental research program</li> <li>Journal reviewer or editorial board member</li> <li>National grant reviewer (NIH, NSF, VA, etc.)</li> <li>Peer-reviewed publication of educational materials in journals or repositories</li> <li>Leadership role in the creation/dissemination of clinical guidelines or evidence reviews, implemented regionally</li> </ul>	<ul style="list-style-type: none"> <li>Scholarship recognized at the national and international level</li> <li>Maintain sustained extramural funding in independent or collaborative grants</li> <li>Member of professional society committees</li> <li>Leadership, innovation in collaborative research</li> <li>Develop industry partnerships, patents, disclosures, licenses</li> <li>Leadership and innovation in the development of educational materials disseminated and used at other institutions</li> <li>Leadership roles in national scientific committees, organizations</li> <li>National or international Invited presentations</li> <li>National recognition/awards from professional or public groups</li> <li>National implementation of clinical guidelines or evidence reviews</li> </ul>
Teaching Educational Excellence	<ul style="list-style-type: none"> <li>Teaching at a level typical for peers (lectures, labs, small groups, clinic/ward, supervising research)</li> <li>Satisfactory or better evaluations</li> <li>Mentees complete program, participate in presentations &amp; publications, and accomplish goals</li> <li>Serve on departmental educational committees</li> <li>Participate in learner assessment at a level typical for peers</li> </ul>	<ul style="list-style-type: none"> <li>Sustained (years) teaching at a level greater than peers</li> <li>Course or departmental teaching awards</li> <li>Consistently excellent evaluations from peers</li> <li>Invitations to teach in other departments</li> <li>Significant role in innovative curriculum/course design</li> <li>Improved outcomes due to curricular change</li> <li>National accreditation of new training program</li> <li>Mentees with significant accomplishments, awards</li> <li>Participate in developing effective mentoring activities, lead improving department mentoring</li> <li>Sustained service: institutional education committees</li> <li>Course program director, Department educational leadership</li> <li>Develop, implement innovative assessment tools</li> </ul>	<ul style="list-style-type: none"> <li>Institutional, regional or national teaching awards</li> <li>Consistently excellent learner, course director, peer evaluations</li> <li>Peer-reviewed dissemination of educational materials in journals or national curriculum repositories</li> <li>Regional/national presentation of instructional materials or curriculum</li> <li>Instructional materials disseminated and used at other institutions</li> <li>Invitations to provide curriculum consultation to other institutions</li> <li>Quantity of mentoring exceeding most peers with evidence of mentoring effectiveness as measured by mentees' accomplishments</li> <li>Mentoring consultant to other departments or leads initiatives to improve mentoring in the institution</li> <li>Multiple sustained educational leadership roles in the institution</li> <li>Leadership roles in national educational organizations</li> </ul>
Service Clinical Excellence	<ul style="list-style-type: none"> <li>Membership on departmental committees at level of peers</li> <li>Membership on institutional committees</li> <li>Participation in educational, scientific, healthcare related community organizations</li> <li>Journal reviewer</li> <li>Multi-center collaborative clinical research studies</li> <li>Clinical service at a level commensurate with clinical FTE</li> <li>Satisfactory or better evaluations for clinical performance</li> <li>Participate in the development of innovative, clinical initiatives or shared scientific resources</li> <li>Local or state presentations</li> </ul>	<ul style="list-style-type: none"> <li>Leadership of departmental committees</li> <li>Institutional committee service sustained over years</li> <li>Leadership of educational, scientific or healthcare community organization</li> <li>Lead department clinical, educational, research program</li> <li>Leads development of a new institutional shared scientific resource</li> <li>Leadership in regional committees/organizations, or active membership nationally with an impact level greater than peers</li> <li>National credentialing activity (board exam questions)</li> <li>Clinical Expertise recognized awarded locally or regionally</li> <li>Regional presentations (within Oregon or the Northwest)</li> <li>Lead development of innovative clinical initiatives</li> <li>Receive institutional funding for innovative or complex clinical initiatives or shared scientific resources</li> <li>Participate in practice initiatives that demonstrate an impact on quality</li> <li>Collaborate in initiation of effective, innovative interdisciplinary practice-related activities</li> </ul>	<ul style="list-style-type: none"> <li>Institutional high-intensity committee service at a level significantly greater than peers and/or serve as committee chair</li> <li>National reputation for leadership activities in educational, scientific or healthcare related community organizations</li> <li>Multiple sustained administrative leadership roles in the institution</li> <li>Leadership roles in national committees/organizations</li> <li>Membership on interdisciplinary health care-related work groups or committees at the national level</li> <li>Receive national recognition/awards for clinical expertise from professional and public groups</li> <li>National or international level presentations of novel synthesis of knowledge or new techniques and/or procedures</li> <li>Invitations for clinical program consultation to other institutions</li> <li>Produce innovative clinical programs that are disseminated and serve as models for other institutions</li> <li>Obtain external funding for practice innovations, new clinical initiatives or innovative or complex shared scientific resources</li> </ul>