

APPENDIX A

PROMOTION CRITERIA

- A. Evaluation and Promotion Criteria Rating Scale:** For all faculty in both the Principal Faculty and Adjunct/Joint/Clinical Faculty the scale below will be used to rate faculty accomplishments in each area of contribution: research, education or professional service (where appropriate), and institutional service to the HSC.

<u>Rating</u>	<u>Description</u>
Exceptional	Performance in the academic area is of the highest quality.
Excellent	Productivity and quality significantly exceed performance standards and expectations.
Good	Productivity and quality exceed routine performance standards and expectations.
Acceptable	Performance meets routine standards and expectations.
Unacceptable	Performance is not acceptable. Productivity and quality do not meet routine performance standards and expectations.

B. Additional Factors for Promotion:

1. Tenure Track

- a. **Assistant Professor to Associate Professor:** Requires a rating of excellent in one of the three academic areas: (1) research, (2) education or (3) professional service (where appropriate³) with evidence of emerging national recognition; additionally requires a rating of at least acceptable in one other academic area. The candidate is rated in only two of the three academic areas. Also, institutional service contributions to the HSC must be rated as at least good.
- b. **Associate Professor to Professor:** Requires a rating of exceptional in one of the three primary academic areas: (1) research, (2) education, or (3) professional service (where appropriate) with evidence of a high level of national/international recognition; additionally requires a rating of at least good in one other academic area. The candidate is rated in only two of the three academic areas. Also, institutional service contributions to the HSC must be rated as at least good.

³ Regional reputation in a clinical specialty area and/or basic science field of study or endeavor.

2. Non-Tenure Track

- a. Assistant Professor to Associate Professor:** Requires a rating of excellent in one of the three academic areas: (1) research, (2) education or (3) professional service (where appropriate³) with evidence of regional reputation. Institutional service must be rated as at least good.
- b. Associate Professor to Professor:** Requires a rating of exceptional in one of the three academic areas: (1) research, (2) education, or (3) professional service (where appropriate³) with a high level of national and/or international recognition. Institutional service must be rated as at least good.

3. Approval described in HSC Internal Policy 12.01.99.Z1.01 Faculty Appointment, Promotion and Tenure, Section IV.

³ Regional reputation in a clinical specialty area and/or basic science field of study or endeavor.