

<b>University of Kentucky / Department of Radiology Faculty Policy and Procedure</b>	<b>Policy # DR 01.050</b>
<b>Title/Description:</b> Statements of Evidence for Appointment, Promotion, and Tenure	
<b>Purpose:</b> To clearly outline the Department’s expectations and specific <i>minimum</i> criteria for appointment, promotion, and tenure (if applicable).	

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### Policy

The Department of Radiology provides all faculty members with specific minimum criteria as a guideline regarding appointment, promotion, and tenure (if applicable).

### Procedure

The attached Statements of Evidence, Department of Radiology provides specific Department criteria to guide the Appointment, Promotion, and Tenure (if applicable) Readiness Process.

**Approved by:** College of Medicine Dean’s Office 05/2019; Revisions approved 05/2022

### See Also

DR 01.070 Processes and Timelines for Promotion

<b>Policies Replaced</b> <input checked="" type="checkbox"/> Other <u>DR PPP 01.01.07</u>	
<b>Effective Date:</b> 07/2022	<b>Review/Revision Dates:</b> 04/2010, 03/2019, 01/2020, 04/2020, 05/2021, 05/2022, 01/2023
<b>Approval by and date:</b>  Signature _____ Name Elda Dede, MPA, Department of Radiology Administrator  Signature _____ Name M. Elizabeth Oates, MD, Department of Radiology Chair	

**STATEMENTS OF EVIDENCE FOR APPOINTMENT, PROMOTION, AND TENURE**  
**DEPARTMENT OF RADIOLOGY**  
**Effective May 2019, Revised May 2022**

The faculty in the Department of Radiology at the University of Kentucky comprises a diverse group of professionals. Annually, the Promotion Readiness Advisory Committee reviews faculty portfolios and makes recommendations to the Department Chair. Each faculty member maintains a current *curriculum vitae*. Candidates for appointment, promotion, and tenure (if applicable) submit a dossier that documents the scope of their work and contributions in keeping with their respective Title Series.

Establishing a **Statements of Evidence for Appointment, Promotion, and Tenure** achieves the following goals & objectives:

- ✓ To outline clear expectations and specific minimum criteria for appointments, promotion, and tenure (if applicable) for every faculty member in the Department;
- ✓ To acknowledge clinically-oriented, academically-oriented, and research-oriented faculty members;
- ✓ To acknowledge teaching and non-teaching faculty members;
- ✓ To recognize achievement and reward excellence in four domains (see Appendix: Samples of Criteria for Evaluation); and
- ✓ To ensure parity in the faculty appointment, promotion, and tenure (if applicable) process.

The Department of Radiology supports three Title Series which the Department Chair and the Promotion Readiness Advisory Committee use to guide faculty career development:

**I. Clinical Title Series (Non-Tenure)**

**a. Academic/Teaching**

Faculty members with an appointment in this *Title Series* participate primarily in the clinical, educational and administrative activities of the Department. These activities include clinical instruction and mentoring of fellows, residents, medical students, and other health professional students/trainees. General criteria for promotion include: excellence in patient care and clinical service, teaching, and administration with an emphasis on provider and patient satisfaction, clinical reputation, and other contributions to the medical center and university. Scholarly activities are considered a plus. Evidence of faculty/peer mentoring is required.

**b. Non-academic/Non-teaching**

Faculty members with an appointment in this *Title Series* participate primarily in the clinical activities of the Department. General criteria for promotion include: excellence in patient care and clinical service with an emphasis on provider and patient satisfaction, clinical reputation, and other contributions to the medical center and university.

**II. Special Title Series (Tenure)**

Faculty members with an appointment in this *Title Series* are expected to produce scholarly work in addition to participating in the clinical, educational and administrative activities of the Department and university. These activities involve or interface with patient care, and scholarly activities involve human subjects or issues directly related to patient care (e.g., health care delivery, health policy). General criteria for promotion include: excellence in patient care and clinical service, teaching and reputation, and administration with an emphasis on development of a focused scientific identity with innovation, and an established record of scholarship evidenced by publications and presentations. Evidence of faculty/peer mentoring is required.

**III. Regular Title Series (Tenure)**

Faculty members with an appointment in this *Title Series* participate primarily in research activities, in addition to participating in the educational and administrative activities of the Department or University. General additional criteria for promotion include: development of a focused scientific identity with innovation, and an established record of scholarship evidenced by publications and presentations. Evidence of faculty/peer mentoring is required.

**IV. Appendix: Samples of Criteria for Evaluation**

Examples of specific accomplishments in clinical service, teaching activities & reputation, administration & leadership roles, and research & scholarly activities.

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<b>CLINICAL TITLE SERIES (Non-tenure; Academic/Teaching)</b>			
	<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<b>Board-Certification</b>	Expected	Expected	Required
<b>Time in Practice</b>	0-3 years of experience	<b>5-10</b> years of experience <u>and/or</u> <i>minimum</i> of <b>3</b> years as Assistant Professor	<b>10-15</b> years of experience <u>and/or</u> <i>minimum</i> of <b>5</b> years as Associate Professor
<b>Clinical Service</b>	Diagnostic <u>and/or</u> interventional radiological practice	Diagnostic <u>and/or</u> interventional radiological practice	Diagnostic <u>and/or</u> interventional radiological practice
<b>Teaching Activities &amp; Reputation</b>	Identified as interested and competent provider & educator; <u>and</u> active role in clinical teaching of students <u>and/or</u> residents/fellows; <i>minimum</i> of <b>2</b> student lectures/workshops/sessions per year <u>and/or</u> <b>4</b> medical student shadowing experiences per year <u>and</u> <i>minimum</i> of <b>2</b> resident/fellow lectures/conferences per year; regular participation in <i>minimum</i> of <b>1</b> multidisciplinary conference	Locally and regionally recognized as dedicated and authoritative provider & educator; <u>and</u> sustained active role in teaching of medical students <u>and</u> residents/fellows; <i>minimum</i> of <b>2</b> medical student lectures/workshops/sessions per year <u>and/or</u> <b>4</b> student shadowing experiences per year <u>and</u> <i>minimum</i> of <b>4</b> resident/fellow lectures/conferences per year; regular participation in <i>minimum</i> of <b>1</b> multidisciplinary conference; participation in faculty/peer mentoring program	Nationally recognized as outstanding provider & educator; <u>and</u> sustained record of overall excellence; <u>and</u> responsibility for major components of student <u>and/or</u> resident/fellow academic curricula <u>and/or</u> clinical teaching; <u>and/or</u> development of innovative educational resources to support internal/external teaching; <u>and</u> <i>minimum</i> of <b>2</b> student lectures/workshops/sessions per year <u>and/or</u> <b>8</b> student shadowing experiences per year <u>and</u> <i>minimum</i> of <b>8</b> resident/fellow lectures/conferences per year; regular participation in <i>minimum</i> of <b>1</b> multidisciplinary conference; participation in faculty/peer mentoring program
<b>Administration &amp; Leadership Roles</b>	Participation in <i>minimum</i> of <b>1</b> local, regional, or national professional organization; potential for leadership role/position	Director/Co-director of Medical Student Clerkship/Elective/Course, Residency Program <u>and/or</u> Fellowship Program; <u>and/or</u> Division Chief; <u>and/or</u> other defined role/position; <u>and</u> participation on <i>minimum</i> of <b>1</b> internal/external committee	Director of Medical Student Clerkship/Elective/Course, Residency Program <u>and/or</u> Fellowship Program; <u>and/or</u> Division Chief; <u>and/or</u> other defined role/position; <u>and</u> participation on <i>minimum</i> of <b>2</b> internal/external committees
<b>Research &amp; Scholarly Activities</b>	N/A	<i>Minimum</i> of <b>5</b> abstracts as co-author; <u>and/or</u> <i>minimum</i> of <b>5</b> peer-reviewed articles as co-author; <i>minimum</i> of <b>1</b> chapter in textbook <u>and/or</u> <i>minimum</i> of <b>2</b> invited papers as co-author; <u>and/or</u> collaborative role in <i>minimum</i> of <b>1</b> clinical trial and/or funded research project; <u>and/or</u> <i>minimum</i> of <b>5</b> invited lectures	<i>Minimum</i> of <b>10</b> abstracts as co-author; <u>and</u> <i>minimum</i> of <b>10</b> peer-reviewed articles as co-author; <i>minimum</i> of <b>2</b> chapters in textbooks as co-author <u>and/or</u> <b>1</b> book co-author/co-editor; <u>and/or</u> <i>minimum</i> of <b>4</b> invited papers as co-author; <u>and/or</u> collaborative role in <i>minimum</i> of <b>2</b> clinical trials <u>and/or</u> funded research projects; <i>minimum</i> of <b>10</b> invited lectures/moderators and/or <b>2</b> invited course faculty

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	<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<b>Board-Certification</b>	Expected	Expected	Required
<b>Time in Practice</b>	<b>0-3</b> years of experience	<b>5-10</b> years of experience <u>and/or</u> <i>minimum</i> of <b>3</b> years as Assistant Professor	<b>10-15</b> years of experience <u>and/or</u> <i>minimum</i> of <b>5</b> years as Associate Professor
<b>Clinical Service</b>	Diagnostic <u>and/or</u> interventional radiological practice	Diagnostic <u>and/or</u> interventional radiological practice	Diagnostic <u>and/or</u> interventional radiological practice
<b>Reputation</b>	Identified as interested and competent provider	Locally and regionally recognized as dedicated and authoritative provider	Nationally recognized as outstanding provider; <u>and</u> sustained record of overall excellence
<b>Administration &amp; Leadership Roles</b>	Participation in <i>minimum</i> of <b>1</b> local, regional, or national professional organization; potential for leadership role/position	Chief; <u>and/or</u> other defined role/position; <u>and</u> participation on <i>minimum</i> of <b>1</b> internal/external committee	Chief; <u>and/or</u> other defined role/position; <u>and</u> participation on <i>minimum</i> of <b>2</b> internal/external committees

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<b>SPECIAL TITLE SERIES (Tenure)</b>			
	<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<b>Board-Certification</b>	Expected	Expected	Required
<b>Time in Practice</b>	0-3 years of experience	5-10 years of experience <u>and/or</u> <i>minimum</i> of 3 years as Assistant Professor	10-15 years of experience <u>and/or</u> <i>minimum</i> of 5 years as Associate Professor
<b>Clinical Service</b>	Diagnostic <u>and/or</u> interventional radiological practice	Diagnostic <u>and/or</u> interventional radiological practice	Diagnostic <u>and/or</u> interventional radiological practice
<b>Teaching Activities &amp; Reputation</b>	Locally recognized as educator and potential researcher/academician; identified as interested and competent provider & educator; <u>and</u> active role in clinical teaching of students <u>and/or</u> residents/fellows; <i>minimum</i> of 2 student lectures/workshops/sessions per year <u>and/or</u> 4 student shadowing experiences per year <u>and</u> <i>minimum</i> of 2 resident/fellow lectures/conferences per year; regular participation in <i>minimum</i> of 1 multidisciplinary conference	Regionally recognized as established researcher/academician based on body of scholarly work and research activities as measured by new radiological observations, new methodology, <u>and/or</u> development of expertise and identity; locally and regionally recognized as dedicated and authoritative provider & educator; and sustained active role in teaching of students and residents/fellows; <i>minimum</i> of 2 student lectures/workshops/sessions per year <u>and/or</u> 4 medical student shadowing experiences per year <u>and</u> <i>minimum</i> of 4 resident/fellow lectures/conferences per year; regular participation in <i>minimum</i> of 1 multidisciplinary conference; participation in faculty/peer mentoring program	Continued scholarly productivity; <u>and</u> recognized at regional <u>and</u> national level; <u>and</u> evidence of leadership within <u>and</u> outside institution; <u>and</u> recognized as authority in specific area(s) of interest; nationally recognized as outstanding provider & educator; <u>and</u> sustained record of overall excellence; <u>and</u> responsibility for major components of student <u>and/or</u> resident/fellow academic curricula <u>and/or</u> clinical teaching; <u>and/or</u> development of innovative educational resources to support internal/external teaching; <u>and</u> <i>minimum</i> of 2 student lectures/workshops/sessions per year <u>and/or</u> 8 student shadowing experiences per year <u>and</u> <i>minimum</i> of 8 resident/fellow lectures/conferences per year; regular participation in <i>minimum</i> of 1 multidisciplinary conference; participation in faculty/peer mentoring program
<b>Administration &amp; Leadership Roles</b>	Participation in <i>minimum</i> of 1 local, regional, or national professional organization; potential for leadership role/position	Director/Co-Director of Medical Student Clerkship, Residency Program <u>and/or</u> Fellowship Program; <u>and/or</u> Division Chief; <u>and/or</u> other defined role/position; <u>and/or</u> participation on <i>minimum</i> of 1 internal/external committee; <u>and</u> moderator at <i>minimum</i> of 3 regional <u>and/or</u> national meetings; <u>and</u> active participation in <i>minimum</i> of 2 radiological/medical societies, committees, or programs	Director of Medical Student Clerkship, Residency Program <u>and/or</u> Fellowship Program; <u>and/or</u> Division Chief; <u>and/or</u> other defined role/position; <u>and/or</u> participation on <i>minimum</i> of 2 internal/external committees; <u>and</u> moderator at <i>minimum</i> of 5 regional <u>and/or</u> national meetings; <u>and</u> active participation in <i>minimum</i> of 4 radiological/medical societies, committees, or programs; <u>and</u> reviewer/member of editorial board of <i>minimum</i> of 1 major radiological/medical journal; <u>and/or</u> officer in <i>minimum</i> of 1 radiological/medical society/board
<b>Research &amp; Scholarly Activities</b>	<i>Minimum</i> of 3 abstracts as 1 <sup>st</sup> author presenter; <u>and</u> <i>minimum</i> of 3 peer-reviewed articles as 1 <sup>st</sup> or 2 <sup>nd</sup> author	<i>Minimum</i> of 10 abstracts as 1 <sup>st</sup> , 2 <sup>nd</sup> or senior author <u>and</u> <i>minimum</i> of 15 peer-reviewed articles as 1 <sup>st</sup> , 2 <sup>nd</sup> or senior author; <u>and</u> <i>minimum</i> of 20 peer-reviewed articles as co-author; <u>and</u> <i>minimum</i> of 1 chapter in a textbook or book author/co-author; <u>and/or</u> <i>minimum</i> of 3 invited papers as 1 <sup>st</sup> , 2 <sup>nd</sup> or senior author <u>and/or</u> <i>minimum</i> of 10 invited lectures; <u>and</u> major grant funding from <i>minimum</i> of 1 corporation/foundation/government agency; <u>and/or</u> collaborative role in <i>minimum</i> of 1 clinical trial	<i>Minimum</i> of 20 abstracts as 1 <sup>st</sup> , 2 <sup>nd</sup> or senior author <u>and</u> <i>minimum</i> of 30 peer-reviewed articles as 1 <sup>st</sup> , 2 <sup>nd</sup> or senior author; <u>and</u> <i>minimum</i> of 40 peer-reviewed articles as co-author; <u>and</u> <i>minimum</i> of 2 chapters in textbooks or 2 book author/co-author; <u>and/or</u> <i>minimum</i> of 6 invited papers as 1 <sup>st</sup> , 2 <sup>nd</sup> or senior author <u>and/or</u> <i>minimum</i> of 20 invited lectures; and major grant funding from <i>minimum</i> of 2 corporation/foundation/government agencies; <u>and/or</u> collaborative role in <i>minimum</i> of 2 clinical trials

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	<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<b>Board-Certification</b>	Expected	Expected	Required
<b>Time in Practice</b>	0-3 years of experience	5-10 years of experience <u>and/or</u> <i>minimum</i> of 3 years as Assistant Professor	10-15 years of experience <u>and/or</u> <i>minimum</i> of 5 years as Associate Professor
<b>Clinical Service</b>	Diagnostic <u>and/or</u> interventional radiological practice	Diagnostic <u>and/or</u> interventional radiological practice	Diagnostic <u>and/or</u> interventional radiological practice
<b>Teaching Activities &amp; Reputation</b>	Recognized as potential researcher/ academician as evidenced by receipt of research seed grants, career development awards <u>and/or</u> successful competition for independent financing; identified as interested and competent provider & educator; <u>and</u> active role in clinical teaching of students <u>and/or</u> residents/fellows; <i>minimum</i> of 2 student lectures/workshops/sessions per year <u>and/or</u> 4 student shadowing experiences per year <u>and</u> <i>minimum</i> of 2 resident/fellow lectures/conferences per year; regular participation in <i>minimum</i> of 1 multidisciplinary conference	Regionally recognized as established researcher/academician based on body of scholarly work and research activities as measured by new observations, new methodology <u>and/or</u> development of identity; <u>and</u> recipient of <i>minimum</i> of 1 honor <u>and/or</u> award; locally and regionally recognized as dedicated and authoritative provider & educator; and sustained active role in teaching of students and residents/fellows; <i>minimum</i> of 2 student lectures/workshops/sessions per year <u>and/or</u> 4 student shadowing experiences per year and <i>minimum</i> of 4 resident/fellow lectures/conferences per year; regular participation in <i>minimum</i> of 1 multidisciplinary conference; participation in faculty mentoring program	Continued scholarly productivity, recognized at regional <u>and</u> national levels; evidence of leadership within <u>and</u> outside institution; <u>and</u> recognized as authority in specific area(s) of interest; <u>and</u> recipient of <i>minimum</i> of 2 honors <u>and/or</u> awards; nationally recognized as outstanding provider & educator; <u>and</u> sustained record of overall excellence; <u>and</u> responsibility for major components of student <u>and/or</u> resident/fellow academic curricula <u>and/or</u> clinical teaching; <u>and/or</u> development of innovative educational resources to support internal/external teaching; <u>and</u> <i>minimum</i> of 2 student lectures/workshops/sessions per year <u>and/or</u> 8 student shadowing experiences per year <u>and</u> <i>minimum</i> of 8 resident/fellow lectures/conferences per year; regular participation in <i>minimum</i> of 1 multidisciplinary conference; participation in faculty mentoring program
<b>Administration &amp; Leadership Roles</b>	Participation in <i>minimum</i> of 1 local, regional, or national professional organization; potential for leadership role/position	<i>Minimum</i> of 1 defined internal role/position; <u>and/or</u> active participation on <i>minimum</i> of 2 internal/external committees; <u>and/or</u> active participation on <i>minimum</i> of 2 medical/scientific societies, committees, <u>and/or</u> programs; <u>and</u> reviewer for <i>minimum</i> of 1 major medical/scientific journal	<i>Minimum</i> of 1 defined internal role/position; <u>and/or</u> active role in <i>minimum</i> of 4 internal/external committees; <u>and/or</u> <i>minimum</i> of 4 regional <u>and/or</u> national medical/scientific societies, committees, or programs; <u>and/or</u> reviewer/editorial board for <i>minimum</i> of 2 major medical/scientific journals; <u>and</u> officer in <i>minimum</i> of 1 medical/scientific society/board
<b>Research &amp; Scholarly Activities</b>	<i>Minimum</i> of 3 abstracts as 1 <sup>st</sup> author presenter; <u>and</u> <i>minimum</i> of 3 peer-reviewed articles as 1 <sup>st</sup> or 2 <sup>nd</sup> author	Major grant funding as Principal or Co-Investigator from <i>minimum</i> of 2 corporations/foundations/ government agencies; <u>and/or</u> participation in 1 multicenter trial; <u>and</u> <i>minimum</i> of 10 abstracts as 1 <sup>st</sup> , 2 <sup>nd</sup> or senior author; <u>and</u> <i>minimum</i> of 15 peer-reviewed articles as 1 <sup>st</sup> , 2 <sup>nd</sup> or senior author; <u>and</u> <i>minimum</i> of 20 peer-reviewed articles as co-author; <u>and</u> <i>minimum</i> of 1 chapter in medical <u>or</u> scientific textbook; <u>and/or</u> 3 invited papers as 1 <sup>st</sup> , 2 <sup>nd</sup> or senior author ; <u>and/or</u> <i>minimum</i> of 10 invited lectures	Principal Investigator on <i>minimum</i> of 1 major grant <u>and</u> Co-Investigator on <i>minimum</i> of 2 major grants from corporation/foundation/government agencies; <u>and/or</u> participation in 2 multicenter trials; <u>and</u> <i>minimum</i> of 20 abstracts as 1 <sup>st</sup> , 2 <sup>nd</sup> or senior author; <u>and</u> <i>minimum</i> of 30 peer-reviewed articles as 1 <sup>st</sup> , 2 <sup>nd</sup> or senior author; <u>and</u> <i>minimum</i> of 40 peer-reviewed articles as co-author; <u>and</u> <i>minimum</i> of 3 chapters in medical <u>and/or</u> scientific textbooks <u>and/or</u> 1 book author/co-author; <u>and/or</u> 6 invited papers as 1 <sup>st</sup> , 2 <sup>nd</sup> or senior author; <u>and/or</u> <i>minimum</i> of 20 invited lectures

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**APPENDIX: SAMPLES OF CRITERIA FOR EVALUATION**

<b>Clinical Service</b>	<b>Teaching Activities &amp; Reputation</b>	<b>Administration &amp; Leadership Roles</b>	<b>Research &amp; Scholarly Activities</b>
<p><b><u>Activities</u></b>  Performance of assigned clinical activities &amp; fulfillment of clinical care responsibilities (case volume/wRVUs, quality statistics, practice indicators)</p> <p>Provision of diagnostic <u>and/or</u> therapeutic consultations, with commendation by peers within specialty/subspecialty <u>and/or</u> referring providers</p> <p>Establishment of new diagnostic <u>and/or</u> therapeutic services, <u>and/or</u> expansion of existing services, <u>and/or</u> innovation in clinical activities</p> <p>Integration of clinical activities with education &amp; research at various levels</p> <p><b><u>Participation</u></b>  Participation in multidisciplinary clinical care conferences <u>and/or</u> internal seminars/symposia</p> <p>Participation in Quality Improvement projects, internal &amp; external</p> <p>Membership on internal or external review panels as clinical expert</p> <p><b><u>Performance &amp; Evaluations</u></b>  Performance based on patient feedback/evaluation</p> <p>Performance based on staff feedback/evaluations</p> <p>Evaluation by faculty/peers, internal &amp; external, for clinical excellence</p>	<p><b><u>Activities</u></b>  Teaching in established programs: undergraduate university, graduate university, undergraduate medicine, post-graduate medicine, residency or fellowship, continuing medical education, <u>and/or</u> other professional/community</p> <p>Development of new curricula, new courses <u>and/or</u> innovative modification of existing courses/curricular content for rigor and excellence</p> <p>Development of teaching materials (written/video/ audio/computer/web formats)</p> <p>Scholarly publications related to instruction</p> <p>Internal/external funding for instruction-related projects</p> <p><b><u>Reputation</u></b>  Role model <u>and/or</u> mentorship, with assessment by students, trainees, supervisors, and faculty/peers, both internal &amp; external</p> <p>Director or advisor on graduate student thesis <u>and/or</u> dissertation committees, with validation by peers</p> <p>Visiting Professorships <u>and/or</u> invited lectures (e.g., Grand Rounds)</p> <p>Presentations/seminars/lectures/workshops at local/state/regional/national/international meetings, programs, <u>and/or</u> courses</p> <p>Leadership roles in educational organizations <u>and/or</u> professional societies</p> <p><b><u>Performance &amp; Evaluations</u></b>  Evaluation by students and trainees, internal &amp; external, for educational excellence, as demonstrated by student satisfaction, performance &amp; outcomes</p> <p>Evaluation by faculty/peers, internal &amp; external, for educational excellence</p> <p>Recipient of honors <u>and/or</u> awards for teaching (local/state/regional/national/international)</p>	<p><b><u>Administration</u></b>  Administration of clinical services <u>and/or</u> courses, clerkships, graduate <u>and/or</u> postgraduate programs, internal &amp; external</p> <p>Administrative initiatives <u>and/or</u> innovative leadership in research, quality improvement, <u>and/or</u> training program, internal &amp; external</p> <p>Chair <u>or</u> participating member in departmental/institutional/university committee, or defined role in same</p> <p><b><u>Leadership</u></b>  Advisor of high school/undergraduate <u>and/or</u> graduate/medical/post-graduate students/trainees on curriculum <u>and/or</u> career path <u>and/or</u> placement into positions</p> <p>Leadership in <u>and/or</u> development of <u>and/or</u> implementation of new curricula <u>and/or</u> substantive revisions of programs, internal &amp; external (e.g., program chair)</p> <p>Leadership in specialty <u>and/or</u> subspecialty societies <u>and/or</u> professional/governmental organizations at local/state/regional/national/international level</p> <p><b><u>Performance &amp; Evaluations</u></b>  Evaluation by faculty/peers, internal &amp; external, for administrative/leadership excellence</p>	<p><b><u>Research</u></b>  Leadership roles in research organizations <u>and/or</u> professional societies</p> <p>Diagnostic <u>and/or</u> therapeutic consultations, with commendation by peers with regard to research <u>and/or</u> scholarly projects</p> <p>Extramural <u>and/or</u> intramural refereed grant funding, awarded or pending, as PI <u>and/or</u> Co-PI</p> <p>Participation in study sections <u>and/or</u> grant reviews</p> <p>Membership on internal or external review panels as research expert</p> <p>Establishment <u>and/or</u> oversight of Core Laboratory</p> <p><b><u>Scholarly Activities</u></b>  Publication of original articles in peer-refereed journals, review articles, chapters, <u>and/or</u> books</p> <p>Publication of editorials, invited papers, <u>and/or</u> scientific articles/case studies in non-peer-reviewed journals; popular writings <u>and/or</u> lay press contributions <u>and/or</u> e-journals/websites</p> <p>Frequency of citations of published work</p> <p>Review of manuscripts <u>and/or</u> books for major journals or publishers; editor or editorial board membership</p> <p>Presentation of abstracts/invited papers in oral/poster <u>and/or</u> exhibit format at regional/national/international meetings</p> <p>Development of computer software applications <u>and/or</u> devices with or without patents</p> <p><b><u>Performance &amp; Evaluations</u></b>  Evaluation by faculty/peers, internal &amp; external, for research excellence</p> <p>Recipient of awards for academic/research performance</p>