

THE DESCRIPTIONS FOR THE RANK OF PROFESSOR REFER TO THE DESCRIPTIONS FOR ASSOCIATE PROFESSOR; THEREFORE, THE DESCRIPTIONS OF BOTH RANKS ARE INCLUDED HERE.

INSTITUTIONAL SCHOLARSHIP

Institutional Scholarship — Associate Professor

Demonstrable success in providing expertise that contributes substantially to the Medical Center academic mission with collaborations across multiple Departments or Centers, as evidenced by:

- Evidence of broad institutional impact as reflected by collaborative funding, publications, or other activities or products typically reflecting work done across several Departments, Centers, or other areas of URMCC
 - Criteria for judging excellence of funding or publications similar to that described under Research and Scholarship, except that for Institutional Scholarship, collaborative funding and publications may suffice, i.e., the emphasis may not be on independent funding or stewardship of the intellectual content
- For some, principal interests may be in development and successful implementation of academic or technical core facilities and/or in the leadership and administration of technical programs that are critical to the success of research endeavors across multiple areas of URMCC, including:
 - Leadership in the development and administration of technical core facilities, with documented commitment toward the development and successful implementation of innovative technologies and approaches (i.e., more than simple and competent managerial oversight in a service capacity)
 - Broad institutional service contributions in training
- For some, principal contributions are in the form of unique institution-wide administrative contributions that have a significant impact on the core missions of URMCC
 - Such contributions may include leadership of efforts to improve quality of clinical care, patient safety, clinical compliance plans and policies, or other similar activities
 - Such contributions will be judged by their institutional impact and importance, and it is expected that the faculty member's contribution will be clear, substantial, and unique
 - Since administrative contributions of this kind may not present opportunities for scholarship or formal teaching, evidence for research scholarship or formal teaching is not required in this case
- For most, demonstrable success in developing and supporting scholarship in the institution with an area of focused expertise, as evidenced by any of the following:
 - Publications
 - May include any of the following
 - Peer-reviewed journals (at least some publications *must* be in this category)
 - Review papers
 - Book chapters, monographs, or books
 - Other written professional communications
 - Written communications to non-professional audiences (if relevant to area of expertise)
 - Quality as a primary determinant
 - Demonstrable impact in advancing the field
 - Originality
 - Significance
 - Influence on subsequent work by others
 - Number of publications may vary, as the number and timing of publications are of importance primarily as evidence of sustained research productivity
 - Authorship demonstrating stewardship of at least some of the intellectual content

- First or senior author
- Co-authorship of papers first-authored by mentees
- Other co-authorship with distinct contribution of conceptual, technical, or other expertise
- Other scholarly products
 - Examples may include
 - Course syllabi
 - Teaching manuals or other teaching materials
 - Policies, procedures, or other administrative materials
 - Audio, video, software, or other media projects
 - Patents or inventions (including evidence for impacting the field, e.g., licensing by others)
 - Evidence that these products are scholarly may include either of the following
 - Fulfills the 3 'Ps'
 - A clear product that can be reproduced and built upon
 - Is open to peer review
 - Is disseminated publicly
 - Fulfills Glassick criteria
 - Clear goals
 - Adequate preparation
 - Appropriate methods
 - Significant results
 - Effective presentation
 - Reflective critique
- Funding
 - Ongoing research support obtained individually or collaboratively
 - obtained from organizations with peer review processes such as federal agencies, foundations, or industry
 - support of sustained research program through renewal or new grants or contracts

Institutional Scholarship — Professor

Continued and sustained excellence in providing expertise that contributes substantially to the Medical Center academic mission with collaborations across multiple Departments or Centers, with evidence for any of the following:

- Deeper expertise in one or more defined areas
- Greater contributions to the field or the Medical Center missions
- Necessarily should include evidence for eminence in institutional contributions, such as:
 - Eminence in collaborative funding, publications, or other activities or products typically reflecting work done across several Departments, Centers, or other areas of URMC
 - Eminence in the continued development and successful implementation of innovative technologies and approaches
 - Sustained, unique leadership and eminence in the administrative leadership of institution-wide initiatives that have a profound major impact on the core missions of URMC