

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

SERVICE, LEADERSHIP, & NATIONAL RECOGNITION

Service, Leadership, & National Recognition — Associate Professor

Substantive contributions including:

- Service to the Department, Medical Center, University, community, or discipline
 - Participation on committees including review or advisory committees
 - Other administrative roles
 - Peer reviewer of grants, publications, presentations
- Leadership in any of the following activities:
 - Roles as committee chair
 - Serving on committees with oversight responsibilities, e.g., editorial boards
 - Other leadership-administrative roles that may include
 - Oversight and responsibility for groups of faculty, staff, or others
 - Oversight and responsibility for designated programs or other functional areas
 - Oversight and responsibility for organizations or designated organizational subgroups
 - Significant leadership in the community related to health improvement
- Recognition outside the University of the quality and impact of accomplishments, as evidenced by:
 - Assessments by external peer referees with expertise relevant to making such assessments
 - Invitations to present work at other institutions or national professional societies
 - Invitations to join invitation-only national professional societies
 - Service or leadership roles in the discipline at the national level, e.g., with professional societies or other institutions outside the Rochester region
 - Honors or awards from organizations at the national level or outside the Rochester region
 - Elected positions in organizations at the national level or outside the Rochester region

Service, Leadership, & National Recognition — Professor

Continued and sustained excellence in service, leadership, and national recognition, with evidence for any of the following:

- Service and leadership at higher levels of administrative organization and leadership in the Department, Medical Center, University, or discipline
- National and international recognition, with a greater emphasis on achievements and recognition at the national level and (particularly for those involved with Research or Scholarship) beyond the U.S.
- Length of service, by itself, is not a sufficient justification for promotion to this rank