

## ACADEMIC MERIT REVIEW

### CRITERIA FOR DETERMINING MERIT IN EXCELLENCE

**Criteria** (7/27/2012, Modified 12/18/2023)

**Definition:** Excellence comprises the kind of activities that bring recognition and stature to the school and to the individual. These would include, but not be limited to 1-7 below.

**Effort:** To be determined by the chair and faculty member **but, may not exceed 10%**.

1. serving in elected leadership positions in national or international scientific or medical organizations. It should be recognized that “Ex” items such as being president of an academic society are inherently “transient”, but that said, Presidents-Elect and Immediate Past Presidents (as applicable), who generally provide actual time and service to their organizations, should also be recognized for their “Excellence;”
2. faculty elected to board memberships but not officer positions could get credit for “Ex”, but at a lesser support level, consistent with their actual time commitments;
3. serving on study sections\*, scientific advisory boards, and editorial boards;
4. delivering an invited plenary talk at, or serving as program chair for, a regional, national, or international meeting;
5. writing/editing a textbook;
6. providing requested/invited legislative testimony;
7. delivering exceptional community outreach activities (e.g., diversity outreach), when relevant.
  - a. Relevance is judged on two criteria:
  - b. Does this activity further the mission of the Medical School?
  - c. Does this activity draw upon special expertise of the faculty member as that expertise relates to the faculty member’s scholarship, research, educational or clinical skills?

### **CRITERIA FOR EVALUATION**

There must be a written justification by the chair as to why the activity would not reasonably fall into the category of Research, Education or Administration.

\* This may apply to Excellence or to Research, but not to both.