

## ACADEMIC MERIT REVIEW

### CRITERIA FOR DETERMINING MERIT IN EXCELLENCE

**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:

- 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”;
- 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;
- serving on study sections\*, scientific advisory boards, and editorial boards;
- delivering an invited plenary talk at, or serving as program chair for, a regional, national, or international meeting;
- writing/editing a textbook;
- providing requested/invited legislative testimony;
- delivering exceptional community outreach activities, when relevant.  
Relevance is judged on two criteria:
  - Does this activity further the mission of the Medical School?
  - 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?

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

**Criteria:** 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.