

ACADEMIC MERIT REVIEW

CRITERIA FOR DETERMINING MERIT IN TRANSITION

Criteria (Effective 7/27/2012, Revised 12/18/2023)

Definition: Transition is intended to cover activities which, by their very nature, represent a change toward a new direction, requiring individual (and/or systemic/group) development, or a move to improve and/or broaden one's focus. While the spectrum of potential activities precludes setting an arbitrary limit on its duration, "T" should be considered by all to be limited to the time required to achieve the transition. One could legitimately posit that it should not be less than three (3) months nor more than three (3) years. Examples of such activities could include, but not be limited to:

1. developing new lines of study;
2. learning new techniques and methods of analysis;
3. fostering new research collaborations outside UCHC;
4. expanding proficiency in a new subject area for the sake of improving and bolstering teaching;
5. committing to learning a whole new area of science or medicine, or set of skills/procedures, in order to extend research or augment and improve patient care and outcomes
6. develop new clinical outreach activities or relationship
7. other (definition required)

Effort: To be determined by the chair and faculty member.

CRITERIA FOR EVALUATION

For **Acceptable**, 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. Transition is inherently acceptable, so if the score is anything other than acceptable, the justification must specifically address why such a score should be considered.