

2. Research

- a. Quality, independence, originality and importance of published work.
- b. Continuity of record and scientific contribution.
- c. Level of acceptance by peers, and national and international standing.
- d. Quality of presentations at local, national, and international meetings.
- e. Leadership in a research program, or significant, essential and independent contributions to the work of at least several principal investigators on multiple projects primarily or exclusively at the University of Connecticut.

3. Patient Care

- a. Role model of excellence in clinical work for students and house staff.
- b. Demonstrated sensitivity and responsibility to patients.
- c. Recognition by peers.
- d. Level of knowledge and skill in professional field or specialty.
- e. Competence in all aspects of patient management.
- f. Leadership in health care programs.

4. Other Professional Activities

- a. Participation and leadership in critical intramural committees (e.g., Admissions Committee, SAPC, etc.).
- b. Leadership role in department or hospital as a section or division chair.
- c. Participation and leadership in professional societies, scholarly organizations, editorial boards, scientific advisory boards, and research review panels on a local, state, national, and international level.

C. Specific Requirements for Appointment or Promotion to Senior Rank

1. Investigator

For appointment or promotion to Associate Professor based on performance as an investigator, the following requirements must be met:

- a. Active and effective participation in at least one of the following levels of education: undergraduate, graduate, or postgraduate (which includes other health professionals).
And either b or c
- b. A record of sustained^a publication in refereed journals of results from original and independent investigations that are recognized as important. The applicant for appointment or promotion should be a contributor of major ideas and innovations and should have an established reputation as an original investigator outside the University of Connecticut Health Center.
- c. A record of sustained^a publication in refereed journals of important work resulting from collaborations with at least several principal investigators on multiple projects primarily or exclusively at the University of Connecticut to which the applicant has

contributed his/her unique skills. The applicant must have made significant, essential and independent contributions to this published work. The applicant must also periodically^a be the corresponding author of refereed articles in journals that are devoted largely to the individual's area(s) of professional expertise.

Appointment or promotion to the rank of Professor will require:

- a. A national reputation within his/her field as evidenced by memberships in study sections, advisory groups, editorial boards, prestigious professional societies, etc., or by awards, prizes or other notable academic achievements.
- b. Active and effective participation in at least one of the following levels of education: undergraduate, graduate, or postgraduate (which includes other health professionals).
- c. An established reputation as an original or essential investigator outside the University of Connecticut Health Center.

And either d or e

- d. A record of sustained^a publication of original and independent research findings that have had a demonstrable impact on the field.
- e. A record of sustained^a publication in refereed journals of important work resulting from collaborations with at least several principal investigators on multiple projects primarily or exclusively at the University of Connecticut to which the applicant has contributed his/her unique skills. The applicant must have made significant, essential and independent contributions to this published work. The applicant must also demonstrate a sustained^a publication record as corresponding author of refereed articles in journals that are devoted largely to the individual's area(s) of professional expertise.

2. Clinician-Investigator

For appointment or promotion to Associate Professor based on performance as a clinician-investigator, the candidate must demonstrate:

- a. Active and effective participation in at least one of the following levels of education: undergraduate, graduate, or postgraduate (which includes other health professionals).
- b. Recognition as an authority in a clinical specialty both inside and outside the immediate medical community, or a demonstrably effective leadership role in a department or hospital.
- c. An established reputation as an original and important investigator or contributor outside the University of Connecticut Health Center and the immediate medical community.

And either d or e

- d. A record of sustained^a publication in refereed journals of results from original and independent investigations that are recognized as important. The applicant for appointment or promotion should be a contributor of major ideas and innovations.
- e. A record of sustained publication in refereed journals of important work resulting from collaborations with several principal investigators on multiple projects primarily

or exclusively at the University of Connecticut to which the applicant has contributed his/her unique skills. The applicant must have made significant, essential and independent contributions to this published work. The applicant should also be the occasional^a corresponding author of refereed articles in journals that are devoted largely to the individual's area(s) of professional expertise.

Appointment or promotion to the rank of Professor will require:

- a. Active and effective participation in at least one of the following levels of education: undergraduate, graduate, or postgraduate (which includes other health professionals).
- b. A national reputation within his/her field as evidenced by memberships in study sections, advisory groups, prestigious professional societies, or by awards, prizes, or other notable academic achievements.
- c. Superior accomplishment in a clinical specialty or effective departmental, hospital, or institutional leadership.
- d. An established reputation as an original and important investigator or contributor outside the University of Connecticut Health Center and the immediate medical community.

And either e or f:

- e. A record of **sustained^a** publication of original and independent research findings that are important.
- f. A record of **sustained^a** publication in refereed journals of important work resulting from collaborations with several principal investigators on multiple projects primarily or exclusively at the University of Connecticut to which the applicant has contributed his/her unique skills. The applicant must have made significant, essential and independent contributions to this published work. The applicant must also be the occasional^a corresponding author of refereed articles in journals that are devoted largely to the individual's area(s) of professional expertise.

^aIn these contexts, the relative magnitudes that these words are meant to denote are: **sustained > periodically > occasional.**