

## Appendix C:

**Table 2. UNC Adams School of Dentistry Meet-the-Mark Criteria for Promotion to Associate or Full Professor on Fixed Term Track by Area of Excellence**

<b>Clinical Activity</b>	
<b>Assistant Professor to Associate Professor</b>	<b>Associate Professor to Professor</b>
<ul style="list-style-type: none"> <li>• Documentation of substantial clinical activity and productivity at 50% effort or greater</li> <li>• Evidence of excellence in outcomes of clinical activity, including peer review of clinical skills</li> <li>• Excellent local reputation as a clinician documented in letters of reference external to the division</li> <li>• Evidence that candidate is working towards Board Certification in their specialty area (when applicable)</li> <li>• A record of <b>two or more</b> of the following:               <ul style="list-style-type: none"> <li>○ Innovation in clinical activity</li> <li>○ Scholarship related to clinical activity</li> <li>○ Excellent teaching of clinical activity</li> <li>○ Funding for support of clinical programs</li> <li>○ Leadership in development of clinical programs</li> <li>○ Invited presentations at local or regional meetings</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <i>Sustained documentation</i> of substantial clinical activity and productivity at 50% effort or greater since the candidate became an associate professor</li> <li>• Evidence of sustained excellence in outcomes of clinical activity, including peer review of clinical skills</li> <li>• Excellent regional or truly exceptional local reputation as a clinician documented in letters of reference external to the division</li> <li>• Completed Board Certification in their specialty area (when applicable)</li> <li>• Evidence that the candidate is mentoring junior faculty, residents and / or students.</li> <li>• A sustained record of <b>two or more</b> of the following:               <ul style="list-style-type: none"> <li>○ Innovation in clinical activity</li> <li>○ Scholarship related to the primary clinical area</li> <li>○ Excellent teaching of a clinical activity</li> <li>○ Funding for support of clinical programs</li> <li>○ Major leadership role in the development of clinical programs</li> <li>○ Invited presentations at regional, national or international meetings</li> </ul> </li> </ul>
<b>Teaching</b>	
<b>Assistant Professor to Associate Professor</b>	<b>Associate Professor to Professor</b>
<ul style="list-style-type: none"> <li>• Documentation of substantial and consistent teaching activity and productivity (e.g., lectures, courses, seminars)</li> <li>• Evidence of superior effectiveness as a teacher, as judged by students and peers and/or evidence of achievements of students (scores, awards, projects, publications). This evidence should be included in the Teaching Portfolio.</li> <li>• Excellent local reputation as an educator documented in letters of reference external to the division.</li> <li>• Evidence that candidate is working towards Board Certification in their</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Sustained documentation</i> of substantial and consistent teaching activity and productivity since the candidate became an associate professor.</li> <li>• Evidence of superior effectiveness as a teacher, as judged by students and peers and/or evidence of achievements of students (scores, awards, projects, publications) should also be provided. This evidence should be included in the Teaching Portfolio.</li> <li>• Excellent regional or truly exceptional local reputation as an educator documented in letters of reference external to the division</li> <li>• Completed Board Certification in their specialty area (when applicable)</li> </ul>

<p>specialty area (when applicable)</p> <p>A description of how the educational scholarship of the candidate has been applied to, and positively impacted his or her own teaching activities, including:</p> <ul style="list-style-type: none"> <li>● <b>A formal Teaching Portfolio, containing:</b> <ul style="list-style-type: none"> <li>○ A teaching statement</li> <li>○ A detailed summary of the candidate’s teaching activities</li> <li>○ A summary of qualitative and quantitative evaluations of the candidate’s teaching activities collected from students and peers</li> </ul> </li> <li>● A record of <b>two or more</b> of the following: <ul style="list-style-type: none"> <li>○ Innovation in education</li> <li>○ Scholarship of teaching</li> <li>○ External grant support</li> <li>○ Leadership role in the development of teaching program (s)</li> <li>○ Invited presentations at local, regional or national meetings</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● Evidence that the candidate is mentoring junior faculty, residents and /or students.</li> </ul> <p>A description of how the educational scholarship of the candidate has been applied to, and positively impacted his or her own teaching activities, including:</p> <ul style="list-style-type: none"> <li>● <b>A formal Teaching Portfolio, containing:</b> <ul style="list-style-type: none"> <li>○ A teaching statement</li> <li>○ A detailed summary of the candidate’s teaching activities</li> <li>○ A summary of qualitative and quantitative evaluations of the candidate’s teaching activities collected from students and peers</li> </ul> </li> <li>● A sustained record of <b>two or more</b> of the following: <ul style="list-style-type: none"> <li>○ Innovation in education</li> <li>○ Scholarship of teaching</li> <li>○ External grant support</li> <li>○ Major leadership role in the development of educational program(s); Program Director, Course Director</li> <li>○ Invited presentations at regional, national or international meetings</li> </ul> </li> </ul>
<b>Research</b>	
<b>Assistant Professor to Associate Professor</b>	<b>Associate Professor to Professor</b>
<ul style="list-style-type: none"> <li>● Documentation of substantial research activity and productivity</li> <li>● Excellent local reputation as a researcher documented in letters of reference external to the division</li> <li>● Scholarship related to the primary research area</li> <li>● A record of <b>two or more</b> of the following: <ul style="list-style-type: none"> <li>○ Successful operation of a core/service facility</li> <li>○ External funding for a research program</li> <li>○ Key role in facilitating the research activity of a division or a center</li> <li>○ Invited presentations at local or regional research meetings</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● <i>Sustained documentation</i> of substantial research activity and productivity since the candidate became an associate professor.</li> <li>● Excellent regional or truly exceptional local reputation as a researcher documented in letters of reference external to the divisional.</li> <li>● Scholarship related to the primary research area</li> <li>● Evidence that the candidate is mentoring junior faculty, residents and /or students.</li> <li>● A sustained record of <b>two or more</b> of the following: <ul style="list-style-type: none"> <li>○ Successful operation of a core/service facility</li> <li>○ External funding in support of the research program</li> <li>○ A major leadership role in facilitating the research activity of a division or a center</li> <li>○ Invited presentations at regional, national or international meetings</li> </ul> </li> </ul>

**Administration**

**Assistant Professor to Associate Professor**

- Documentation of substantial administrative activity and productivity at 30% effort or greater
- Excellent regional or truly exceptional local reputation as an administrator documented in letters of reference external to the division
- A record of **two or more** of the following:
  - Evidence of novel and/or innovative program development and implementation
  - Evidence of a major leadership role in a division, center, or Adams School of Dentistry
  - Scholarship related to the primary administrative area
  - Funding for support of programs

**Associate Professor to Professor**

- *Sustained documentation* of substantial administrative activity and productivity at 30% effort or greater since the candidate became an associate professor.
- Excellent regional or truly exceptional local reputation as an administrator documented in letters of reference external to the division
- Evidence that the candidate is mentoring junior faculty, residents and/or students.
- A sustained record of **two or more** of the following:
  - Evidence of novel and/or innovative program development and implementation
  - Evidence of a major leadership role in a division, center, or Adams School of Dentistry
  - Scholarship related to the primary administrative area
  - Funding for support of programs