

Appendix B:

Table 1. UNC Adams School of Dentistry Meet- the- Mark Criteria for Promotion to Associate or Full Professor on Tenure Track

Research	
Assistant Professor to Associate Professor with Tenure	Associate Professor to Full Professor with Tenure
Documentation from external letters of review that the candidate is an excellent researcher.	Documentation from external letters of reference that the candidate is an excellent researcher.
And	And
<p>Demonstration of scholarly productivity including:</p> <ul style="list-style-type: none"> • A record of original, peer reviewed research papers as first or senior author published in widely respected refereed journals and judged on their quality as well as the number of research publications since the faculty member became an assistant professor. Also important is the scholarship of faculty whose work is primarily part of collaborative/team research (where the faculty is listed as other than first and last on publications). • Authorship of important review articles, chapters, books, and other forms of enduring scholarly work and communication are additional important indicators of research scholarship. • First or senior author on research posters, abstracts presented at national / international meetings via a competitive submission and acceptance process. An exception in author order is for faculty who are team scientists. • If the candidate is significantly involved in inter or multidisciplinary research activities or team science, their exact role in such activities should be fully documented through a supplemental letter from the PI or lead investigator overseeing the project or body of research. 	<p><i>Sustained demonstration</i> of scholarly productivity since the candidate became an Associate Professor including:</p> <ul style="list-style-type: none"> • A record of significant and high impact original, peer-reviewed research papers as first or senior author in widely respected refereed journals, judged on quality as well as the quantity of research publications while in rank as an associate professor. Also important is the scholarship of faculty whose work is primarily part of collaborative/team research (where the faculty is listed as other than first and last on publications). • Authorship of important review articles, chapters, books, and other forms of enduring scholarly work and communication are additional indicators of research scholarship. • First or senior author on research posters, abstracts presented at national / international meetings via a competitive submission and acceptance process. An exception in author order is for faculty who are team scientists. • If the candidate is significantly involved in inter or multidisciplinary research activities or team science, their exact role in such activities should be fully documented.
And	And
<p>A record of external grant support as a principal investigator, co-investigator or independent researcher, such as:</p> <ul style="list-style-type: none"> • At least one active investigator-initiated grant from federal funding sources or equivalent, or • Significant alternative funding sources (e.g., industry, foundations) and evidence of excellent potential for continued future funding <p>The exception to this requirement is if the faculty member is a collaborative team scientist whose participation has made a substantial contribution to design, implementation, analysis and/or dissemination of the research.</p>	<p>Record of <i>sustained external grant support</i> as an independent researcher, evidenced by a history of maintaining at least one active investigator-initiated grant from</p> <ul style="list-style-type: none"> • Federal funding or its equivalent on which the candidate is the principal investigator, and/or • Significant alternative funding sources (e.g., industry, foundations) and evidence of excellent potential for continued future funding <p>The exception to this requirement is if the faculty member is a collaborative team scientist whose participation has made a substantial contribution to design, implementation, analysis and/or dissemination of the research.</p>
And	And

<p>Demonstration that the candidate has an emerging national or international reputation for his or her research by:</p> <ul style="list-style-type: none"> • Invitations to present research results at prestigious national conferences or symposia, • Election to office in national academic and/or professional societies, • Participation on NIH study sections or grant review panels, • Membership on the editorial boards of prominent journals, or • Serving as a reviewer for major journals in the candidate's field, • Editorship of prominent journals • Participation on extramural non-review scientific committees (e.g., federal, industry, or its equivalent), foundations, or • Recipient of national scientific awards 	<p>Evidence the candidate is recognized at a national or international level for their professional contributions such as:</p> <ul style="list-style-type: none"> • Invitations to present research results at prestigious national conferences or symposia, • Election to office in national academic and/or professional societies, • Participation in or leading NIH study sections or grant review panels, • Membership on the editorial boards of prominent journals, or • Serving as a reviewer for major journals in the candidate's field • Editorship of prominent journals, • Participation on extramural scientific committees (e.g., federal, industry, or its equivalent), foundations, or • Recipient of national scientific awards
And	And
<p>Evidence that candidate is working towards Board Certification in their specialty area (when applicable)</p> <p>Evidence that the candidate will continue to be productive and an asset to the institution throughout their career.</p>	<p>Completed Board Certification in their specialty area (when applicable)</p> <p>Evidence that the candidate will continue to be productive and an asset to the institution throughout their career.</p> <p>Evidence that the candidate is mentoring junior faculty, residents, junior investigators, etc. Evidence may be demonstrated by mentoring students and junior faculty where the student / junior faculty is first author on publications and research presentations.</p>
Clinical Scholarship	
Assistant Professor to Associate Professor with Tenure	Associate Professor to Full Professor with Tenure
<p>Documentation from external letters of review that the candidate is an excellent clinician and has contributed to a body of clinical scholarly publications.</p>	<p>Documentation from letters of reference that the candidate is an excellent clinician and has contributed to the body of clinical scholarship knowledge.</p>
And	And
<p>Demonstration of clinical scholarship productivity including:</p> <ul style="list-style-type: none"> • A record of publications involving clinical activities as a first or senior author in peer reviewed journals since the candidate became an assistant professor, as well as consideration of impact and significance of the research, quality of publications. Also important is the scholarship of faculty whose work is primarily part of collaborative/team research (where the faculty is listed as other than first and last on publications). • Authorship of important review articles, chapters, books, and other forms of enduring scholarly work and communication that are additional indicators of clinical scholarship. 	<p><i>Sustained demonstration</i> of substantial clinical scholarship since the faculty member became an Associate Professor including:</p> <ul style="list-style-type: none"> • A record of publications involving clinical activities as a first or senior author in peer reviewed journals since the candidate became an assistant professor, as well as consideration of impact and significance of the research, quality of publications. Also important is the scholarship of faculty whose work is primarily part of collaborative/team research (where the faculty is listed as other than first and last on publications). • Authorship of important review articles, chapters, books, and other forms of enduring scholarly work and communication that are additional indicators of

<ul style="list-style-type: none"> • First or senior author on research posters, abstracts presented at national / international meetings via a competitive submission and acceptance process. An exception in author order is for faculty who are team scientists. • If the candidate is significantly involved in inter or multidisciplinary research activities (IPE) or team science, their exact role in such activities should be fully documented through a supplemental letter from the PI or lead investigator overseeing the project or body of research. 	<p>clinical scholarship.</p> <ul style="list-style-type: none"> • First or senior author on research posters, abstracts presented at national / international meetings via a competitive submission and acceptance process. An exception in author order is for faculty who are team scientists. • Additionally, if the candidate is significantly involved in inter or multidisciplinary research activities (IPE) or team science, their exact role in such activities should be fully documented through a supplemental letter from the PI or lead investigator overseeing the project or body of research.
And	And
<p>Evidence that the candidate has an emerging national or international reputation for his or her professional contributions to clinical research by:</p> <ul style="list-style-type: none"> • National reputation and success in clinical trials or new drug discoveries, • Record of external grant support, • Patient referrals from a multi-state or national area, • Participation in national boards and leadership groups within the candidate’s field (e.g., board examiner, specialty boards, site visitor, etc.), • Invitations to present at prestigious regional and national conferences or symposia, • Participation in NIH study sections or grant review panels, • Membership on the editorial boards of prominent journals, • Editorship of prominent journals, • Participation in government or foundation scientific advisory committees, • Awards from professional organizations. 	<p>Evidence that the candidate is recognized at a national or international level for their professional contributions to clinical research, such as:</p> <ul style="list-style-type: none"> • National reputation and success in clinical research • Record of external grant support, • Patient referrals from a multi-state, national or international area, • Participation in national or international boards and leadership groups within the candidate’s field (e.g., board examiner, specialty boards, site visitor, etc.), • Invitations to present at prestigious national or international conferences or symposia, • Invited professorships at other academic institutions, • Participation in NIH study sections or grant review panels, • Membership on the editorial boards of prominent journals, • Editorship of prominent journals, • Participation in government or foundation scientific advisory committees, • Awards from professional organizations.
And	And
<p>Evidence that candidate is working towards Board Certification in their specialty area (when applicable)</p> <p>Evidence that the candidate will continue to be productive and an asset to the institution throughout their career.</p>	<p>Completed Board Certification in their specialty area (when applicable)</p> <p>Evidence that the candidate will continue to be productive and an asset to the institution throughout their career.</p> <p>Evidence that the candidate is mentoring junior faculty, residents, junior investigators, etc. Evidence may be demonstrated by mentoring students and junior faculty where the student / junior faculty is first author on publications and research presentations.</p>
Educational Scholarship	
Assistant Professor to Associate Professor with Tenure	Associate Professor to Full Professor with Tenure

Documentation from external letters of review that the candidate is an excellent educator and has contributed to the body of educational scholarship knowledge.	Documentation from letters of reference that the candidate is an excellent educator and has contributed to the body of educational scholarship knowledge.
It is expected that the teaching responsibilities and contributions will be exemplary.	It is expected that the teaching responsibilities and contributions will be exemplary.
And	And
<p>Demonstration of educational scholarship productivity including:</p> <ul style="list-style-type: none"> • A record of publications on teaching and learning as a first or senior author in peer reviewed journals since the candidate became an assistant professor, as well as consideration of impact and significance of the research, quality of publications, and to faculty whose work is primarily part of collaborative/team research. Also important is the scholarship of faculty whose work is primarily part of collaborative/team research (where the faculty is listed as other than first and last on publications). • Authorship of review articles, chapters, books, and other forms of enduring scholarly work and communication. • First or senior author on research posters, abstracts presented at national / international meetings via a competitive submission and acceptance process. An exception in author order is for faculty who are team scientists. • Publication of innovative or novel educational approaches • Textbook authorship or editorship • Electronic and online educational resource development • Development of original and innovative educational programs, methods, or educational materials for graduate students, post-graduates, dental and dental hygiene students, residents and fellows. • Development of continuing education programs for outside professionals and the public. • Attainment of grant support for educational programs or educational research • If the candidate is significantly involved in inter or multidisciplinary research activities (IPE) or team science, their exact role in such activities should be fully documented through a supplemental letter from the PI or lead investigator overseeing the project or body of research. 	<p><i>Sustained demonstration</i> of scholarly productivity since the candidate became an Associate Professor including:</p> <ul style="list-style-type: none"> • A record of publications on teaching and learning as a first or senior author in peer reviewed journals since the candidate became an associate professor, as well as consideration of impact and significance of the research, quality of publications and to faculty whose work is primarily part of collaborative/team research. Also important is the scholarship of faculty whose work is primarily part of collaborative/team research (where the faculty is listed as other than first and last on publications). • Authorship of review articles, chapters, books and other forms of enduring scholarly work and communication. • First or senior author on research posters, abstracts presented at national / international meetings via a competitive submission and acceptance process. An exception in author order is for faculty who are team scientists. • Publication of innovative or novel educational approaches • Textbook authorship or editorship • Electronic and online educational resource development • Development of original and innovative educational programs, methods, or education materials for undergraduates, graduate students, post-graduates, residents and fellows, • Development of continuing education programs for outside professionals and the public. • Attainment of grant support for educational programs or educational research • If the candidate is significantly involved in inter or multidisciplinary research activities (IPE) or team science, their exact role in such activities should be fully documented through a supplemental letter from the PI or lead investigator overseeing the project or body of research.
And	And

<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"> • A formal Teaching Portfolio, containing: <ul style="list-style-type: none"> ○ A teaching statement ○ A detailed summary of the candidate’s teaching activities ○ A summary of qualitative and quantitative evaluations of the candidate’s teaching activities collected from students and peers 	<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"> • A formal Teaching Portfolio, containing: <ul style="list-style-type: none"> ○ A teaching statement ○ A detailed summary of the candidate’s teaching activities ○ A summary of qualitative and quantitative evaluations of the candidate’s teaching activities collected from students and peers
<p>And</p>	<p>And</p>
<p>Evidence that the candidate has an emerging national or international reputation for his/her professional contributions to teaching and learning by:</p> <ul style="list-style-type: none"> • Participation in leading national educational societies and boards of the candidate’s field • Participation in regional or national boards and leadership groups (e.g., ADEA, ADA, professional organizations) • Invitations to present at prestigious regional and national conferences or symposia • Participation in grant review panels, • Membership on the editorial boards of prominent journals • Serving as a reviewer for major journals in the candidate’s field • Participation in committees advisory to government or foundations • Awards from professional organizations 	<p>Evidence that the candidate is recognized at a national or international level for their professional contributions to teaching and learning by:</p> <ul style="list-style-type: none"> • Membership and participation in leading national or international educational societies and boards of the candidate’s field • Participation in national boards and leadership groups (e.g., ADEA, ADA, professional organizations) • Invitations to present at prestigious national or international conferences or symposia • Participation in grant review panels, • Membership on the editorial boards of prominent journals • Editorship of prominent journals • Awards from professional organizations
<p>And</p>	<p>And</p>
<p>Evidence that candidate is working towards Board Certification in their specialty area (when applicable)</p> <p>Evidence that the candidate will continue to be productive and an asset to the institution throughout his or her career.</p>	<p>Completed Board Certification in their specialty area (when applicable)</p> <p>Evidence that the candidate will continue to be productive and an asset to the institution throughout his or her career.</p> <p>Evidence that the candidate is mentoring junior faculty, residents, junior investigators, etc. Evidence may be demonstrated by mentoring students and junior faculty where the student / junior faculty is first author on publications and research presentations.</p>