

Mission	Categories	Score (0-3)	∑ (9 Max)	% Effort	Product
Teaching	<b>a. Course Leadership:</b> Course director, Clerkship coordinator, Residency training director; other formal teaching duties, e.g., student and resident teaching in a clinical or practice setting, classroom or online education, laboratory teaching; research mentor/member of thesis or research oversight committees; Student advising	a. _____			
	<b>b. Acknowledged excellence in teaching:</b> Student or peer evaluations; Teaching honors and awards; Awards to students mentored by faculty	b. _____	_____ X	_____ %	= _____
	<b>c. Innovation in teaching:</b> Major course revisions, curriculum redesign, introduction of new technologies in the teaching setting	c. _____			
Research / Creative & Other Scholarly Activities	<b>a. Publications:</b> peer-reviewed and nonpeer-reviewed articles in professional journals, textbooks, book chapters, health care articles for the lay press, etc.	a. _____			
	<b>b. Extramural funding:</b> grants from federal agencies (NIH, NSF, AHRQ, DOD, HRSA, etc.), foundations and institutes, pharmaceutical companies; training grants; interprofessional grants; other grants and contracts, or program/teaching grants	b. _____	_____ X	_____ %	= _____
	<b>c. Other scholarly activities:</b> manuscripts under review, invited lectures, patents, licensing agreements, presentations at national/international meetings, submitted abstracts, featured presentations at grand rounds, at local or regional societies, or for local special interest groups, service on editorial boards (if used here, cannot be used in "Service")	c. _____			
Clinical Care	<b>a. Productivity/patient load/scheduling:</b> evaluation based on RVU targets and other agreed-upon patient care goals with respect to numbers of new and returning patients, numbers of procedures, numbers of clinic sessions per week, etc.	a. _____			
	<b>b. Quality of care/patient satisfaction:</b> as evidenced by standardized evaluations carried out by practice setting, by evaluations of peers/other health care providers, by chart reviews, etc.	b. _____	_____ X	_____ %	= _____
	<b>c. Professional recertification/enhancement of knowledge base for clinical care:</b> acquires and maintains board certification/licensure by regular participation in professional societies and in continuing education programs in his/her field and/or by participation in special training programs	c. _____			
Service / Outreach	<b>a. Institutional service:</b> Participation on committees for the UT system, Health Science Center, college, and/or department; presentation of continuing education programs for department, college, or campus; organization of seminar programs, coordination of searches for faculty, deans, senior administrators	a. _____			
	<b>b. Professional service:</b> Participation in local, state, regional, national, or international organizations or professional societies, service on editorial boards, as a reviewer for professional journals or funding agencies (note that service on editorial boards may be considered under service or research but cannot count for both)	b. _____	_____ X	_____ %	= _____
	<b>c. Community service/outreach:</b> Presentations to civic groups or other local organizations, participation in outreach activities in area schools, organization and/or delivery of community health initiatives, providing clinical services in community settings (health care fairs)	c. _____			
				<b>TOTAL</b>	= _____