

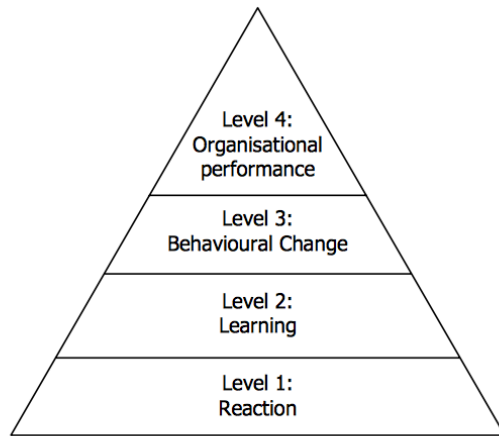
Criteria levels	Assistant	Associate	Full
Impact	<u>Local Impact</u> : reputation with contribution within immediate professional work environment (Division or work area)	<u>Regional Impact</u> : reputation, expertise, dissemination beyond immediate Division or work area to other Divisions or Departments.	<u>National or International Impact</u> : reputation, expertise, dissemination to other institutions
Participation	<u>Participation</u> : quality & quantity	<u>Leadership</u> with evidence of impact or outcomes	<u>Continued</u> contributions with the department and institution plus with broad impact beyond Duke

Examples	Assistant	Associate	Full
<b>Teaching</b>	<ul style="list-style-type: none"> <li>• Learner and peer evaluations of teaching at or above group averages</li> <li>• Development of talks, workshops, modules or other teaching tools (documented in portfolio)</li> <li>• Presentation of teaching tools at peer-reviewed local conferences (such as Duke AHEAD)</li> <li>• Participation in faculty development activities that enhance teaching skills (such as Duke AHEAD Certificate of Teaching, EBM workshop, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• Learner and peer evaluations of teaching above group averages</li> <li>• Local or regional teaching awards</li> <li>• Development of talks, workshops, modules or other teaching tools with dissemination beyond local program or institution through peer-reviewed presentation or publication (including repositories such as MedEdPortal)</li> <li>• Peer-reviewed workshops at regional or national meetings.</li> </ul>	<ul style="list-style-type: none"> <li>• Sustained learner evaluations and/or peer evaluations above group averages</li> <li>• Local, regional or national teaching awards</li> <li>• Demonstrate innovative teaching techniques with broad dissemination and demonstrated impact</li> <li>• Invited presentations or panel discussions related to teaching at national or international meetings</li> </ul>
<b>Curriculum Development*</b>	<ul style="list-style-type: none"> <li>• Development of curricula for local use with demonstrated impact (# of learners, pre/post assessment);</li> </ul>	<ul style="list-style-type: none"> <li>• Development of curricula with demonstrated impact (# of learners, pre/post assessment, learner performance)</li> <li>• Receipt of local or regional educational grants to support curriculum development</li> </ul>	<ul style="list-style-type: none"> <li>• Broad dissemination of curricula beyond local institution or region with evidence of innovation and impact (such as number of times cited/used by other institutions/educators)</li> </ul>

	<ul style="list-style-type: none"> <li>Participation in curriculum committee at local level (program, department)</li> </ul>	<ul style="list-style-type: none"> <li>Peer-reviewed publication of curricula (including repositories such as MedEdPortal) or presentation at national meeting</li> <li>Leadership of program or departmental curriculum committee</li> <li>Participation in curriculum development at regional or national level</li> </ul>	<ul style="list-style-type: none"> <li>Receipt of national or international grants to support curriculum development</li> <li>Leadership of national or international curriculum development efforts.</li> <li>Leadership of institutional curriculum efforts</li> <li>Developed strategies to mitigate bias/racism in curriculum development</li> </ul>
<b>Advising and Mentoring</b>	<ul style="list-style-type: none"> <li>Mentoring of trainees and students (#, duration of relationship);</li> <li>participation in initiatives that provide structured mentoring/coaching for faculty or trainees</li> </ul>	<ul style="list-style-type: none"> <li>Mentoring of students, trainees and faculty (#, duration of relationship) with demonstrable impact on mentees (positions, presentations, publications or grants)</li> <li>Leadership of faculty development activities around mentoring at local level</li> <li>Leadership of mentoring programs at a local or regional level</li> </ul>	<ul style="list-style-type: none"> <li>Mentoring of students, trainees and faculty on national level (#, duration of relationship) with demonstrable impact on mentees (positions, presentations, publications or grants)</li> <li>Receipt of mentoring awards at local and national level</li> <li>Development of novel mentoring programs</li> <li>Leadership of faculty development courses/conferences on mentoring/mentoring programs at national level</li> </ul>
<b>Educational Leadership and Administration</b>	<ul style="list-style-type: none"> <li>Leadership of UME courses or CCC</li> <li>Education manager of rotation</li> <li>Ad-hoc reviewer for education journals</li> <li>Associate clerkship director, associate program director</li> <li>Course director of student course elective or sub-internship</li> </ul>	<ul style="list-style-type: none"> <li>Leadership of committees or taskforces for national educational organizations</li> <li>Service on editorial board of peer-reviewed educational journals</li> <li>Service as Associate clerkship director, associate program director with demonstrated impact/success</li> <li>Clerkship director, program director, or fellowship program director</li> </ul>	<ul style="list-style-type: none"> <li>Vice Chair for Education, Associate Dean or Dean of Medical School</li> <li>Leadership of national or international educational organizations</li> <li>Editor of peer-reviewed educational journal</li> <li>Service as Clerkship director, program director, or fellowship program director with demonstrated impact/success</li> </ul>
<b>Learner Assessment</b>	<ul style="list-style-type: none"> <li>Develops new assessment tools or processes and provides evidence of validity/impact</li> <li>Adoption of assessment tool or process locally</li> </ul>	<ul style="list-style-type: none"> <li>Disseminates new assessment tools regionally or nationally through peer-reviewed publication (including repositories such as MedEdPortal) and presentation</li> <li>Receives educational grants to fund the development or dissemination of assessment tools.</li> </ul>	<ul style="list-style-type: none"> <li>Broad dissemination of assessment tools beyond local institution or region with evidence of innovation and impact (such as number of times cited/ used by other institutions/ educators)</li> <li>Leads national collaboratives on development or dissemination of assessment tools or processes (such as Pediatric Milestones Project)</li> </ul>

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\* Consider referencing the Kirkpatrick model as a method of evaluating the results of training and learning programs. Kirkpatrick, D.L. (1994). [Evaluating Training Programs](#). San Francisco: Berrett-Koehler Publishers, Inc.



Source: from Kirkpatrick, 1996