### Table 2. Education: Examples that Provide Evidence of Achievement at Each Level

#### Entry Level
Expertise in education, demonstrated by:
- *Local* recognition for contributions to education
- Educational effectiveness (evaluated as defined in Section 2.4.b)
- Mentoring of students and/or trainees
- Advanced degrees and/or certification in education

A record of scholarship that may include:
- Peer-reviewed publications, usually as first and middle author, case reports, book chapters, and/or reviews
- Presentations at professional meetings

#### Established Level
Excellence in education with *local/regional* impact, demonstrated by:
- Educational effectiveness (evaluated as defined in Section 2.4.b)
- Mentoring of students, trainees, and/or faculty
- Leadership and service activities in education
- Innovative courses, curricula, or other educational programs, materials, and resources
- Defined role and/or leadership in educational research
- Defined role and/or leadership in team or multi-center educational projects or programs
- Advanced degrees and/or certification in education

A record of scholarship that may include:
- Peer-reviewed publications, usually as first and senior author, book chapters, and/or reviews, including publication of multidisciplinary studies as an author or a named member of an authorship group
- Educational materials published in print or other media such as syllabi, curricula, web-based training modules or courses, technologies (e.g., simulation), educational methods, policy statements, and/or assessment tools

*Local/regional* recognition for education, demonstrated by
- Honors and awards for education
- Invited presentations and presentations at professional meetings

#### Senior Level
A sustained record of excellence in education with *regional/national* impact, demonstrated by:
- Educational effectiveness (evaluated as defined in Section 2.4.b)
- A sustained record of mentoring students, trainees, and/or faculty
- Leadership and service activities in education
- Innovative courses, curricula, or other educational programs, materials, and resources
- Leading role in educational research preferably supported by funding
- Leadership and/or defined role in team or multi-center educational projects or programs

A sustained record of exceptional scholarship that may include:
- Peer-reviewed publications, usually as senior author, that have an impact on the field
- Books, book chapters, reviews and/or textbooks that are recognized as authoritative and are highly cited
- Continuing record of publication as a senior author or a named member of an authorship group of multidisciplinary studies that have an impact on the field
- Textbooks or equivalent resources adopted by other institutions
- Educational materials published in print or other media such as syllabi, curricula, web-based training modules or courses, technologies (e.g., simulation), educational methods, policy statements, and/or assessment tools

*National/international* recognition for education, demonstrated by
- *National/international* honors and awards for education
- Invited presentations and presentations at *national/international* professional meetings
- Leadership of *national/international* professional or disciplinary organizations

APP Section 3.5 Table 2 — [https://www.umassmed.edu/ofa/governance-policies/academic-personnel-policy/Article3/#TB2](https://www.umassmed.edu/ofa/governance-policies/academic-personnel-policy/Article3/#TB2)