## Health Careers Mentor Model Promotion Matrix

<table>
<thead>
<tr>
<th>Continuing Contract</th>
<th>Service*</th>
<th>Pedagogy**</th>
<th>Scholarship***</th>
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</table>
| Assistant Professor | • Departmental or Program committees  
                     • Participation in department and campus events  
                     • Member and participation in Professional Organization  
                     • Participation in Department Recruitment events  
                     • Participates in Student Support Goal | • Master Faculty or LDI participant, or completion of other college development program  
                     • Attendance at conferences or training program for Health Careers education or application of conference education into curriculum | • Presentation at local, regional or national conference |
| Associate Professor | • Member of College wide committee  
                     • Representative on colleague’s Co3  
                     • Chair of Departmental event committee (Search committee, etc.)  
                     • Participation in Department Recruitment events  
                     • Involvement in Student Activities or Club  
                     • Participates in Student Support Goal | • Master Faculty or LDI participant, or completion of other college development program  
                     • Attendance at conferences or training program for Health Careers education or consistent application of conference education into curriculum | • Presentation at local, regional or national conference |
| Professor           | • Chair or co-chair college wide committee or sub-committee  
                     • Department representative to Faculty Senate  
                     • Significant leadership/ supervisory/ chair responsibilities to department  
                     • Sustained participation in departmental community events | • Master Faculty or LDI participant, or completion of other college development program  
                     • Attendance at conferences or training program for Health Careers education or | • Presentation at local, regional or national conference  
                     • Text Chapter reviewer for Publisher  
                     • Dissertation or degree completion  
                     • Participation on Accreditation Review |
| Senior Professor (evidence of special recognition or professional accomplishment) – summative of activities over career | Chair of college wide committee  
- Recipient of major service award from College or department  
- Faculty Senate Senator or departmental representative  
- Service on major workload committee (ex.: Faculty Senate Officer, Chair of Planning Council major committee, eMentor Peer Review Committee, etc.)  
- Significant leadership to the college in areas of departmental and college wide events and initiatives, community relations and recruitment  
- Facilitator/Committee Chair/Leadership role in Health Careers Association or Organization  
- Participates in Student Support Goal | Sustained attendance at conferences for Health Careers education and application of conference education into curriculum  
- Receipt of major pedagogy awards (from College, Conference or Association) for education impact to the industry  
- Facilitator/Committee Chair/Leadership role in Health Careers Association or Organization | Presentation at National Conference for Health Careers  
- Publication of text, industry article or peer reviewed academic article in Health Careers publications  
- Reviewer, co-editor, or assistant editor for peer reviewed academic journal  
- Receipt of major scholarship, grant or award from Health Careers organization. |
*100% service suggests **THREE** meaningful activities **EACH** year, on average; 66% service suggests **TWO** meaningful activities **EACH** year, on average; 33% service suggests **ONE** meaningful activity **EACH** year, on average. ALL faculties must have at least 33% service.

**66% pedagogy suggests one of the given activities **EACH** year, on average; 33% pedagogy suggests one activity **EVERY OTHER** year, on average.

***66% scholarship suggests **TWO** of the given activities within the promotion period, on average; 33% scholarship suggests **ONE** of the given activities within the promotion period, on average.