Tenured faculty members with the tenure home of Emergency Medicine Every will submit a signed annual report describing her/his activities in research, teaching and service. This annual report will be reviewed by the chair, or in the case of review of the tenured chair, by the dean. The activities will be rated as satisfactory or unsatisfactory based on the standards set forth by tenured members of the Emergency Medicine Department, and an overall evaluation of satisfactory or unsatisfactory will be provided.

Required minimum expectations for overall satisfactory performance of tenured faculty are established by the tenured members of the Emergency Medicine Department, as specified in Paragraph B of Section 310.015 of the UM Academic Tenure Regulations.

- Productivity is expected in all three areas of research/scholarship, teaching, and service.
- In each area, performance should demonstrate quality and relevance.
  - Research/scholarship: Foster and support research within the Emergency Medicine Department
  - Teaching: Design education delivery for the undergraduate and graduate levels
  - Service: Contribute to the development of the Department. Fulfill administrative responsibilities, namely department chairmanship, supervising department clinical staff/activities…

At five-year intervals a tenured faculty member will resubmit the annual reports and evaluation statements for the past five years, with a concise summary statement of research, teaching, and service activities for the five-year period, and a current curriculum vita to the chair. The first five-year review will be done five years after the tenure decision or the last formal review of the faculty member for promotion to associate professor/full professor. Faculty hired with tenure will be reviewed five years after they are hired.

Based on the five-year report, the chair will evaluate the faculty member's performance as satisfactory or unsatisfactory. The five-year evaluation process will be complete with a satisfactory evaluation. An unsatisfactory five-year review begins a more extensive process, which is available in full at http://www.umsystem.edu/ums/departments/gc/rules/bylaws/310/015.shtml.