

Faculty Appointments, Promotion, and Tenure

For Appointment or Promotion as a Faculty in the Regular Title Series

Promotion from Assistant Professor to Associate Professor (Regular Title Series).

Promotion Criteria	Candidate's Summary/Achievement	Comments/Rating
<p>Qualifications:</p> <ul style="list-style-type: none"> Excellent service as Associate Professor at UKCOM (or its equivalent elsewhere) with important accomplishments in clinical research. If M.D./D.O., board certification or equivalent. Independent funding, and reasonable expectation of continued independent funding. Average of 5 years as Assistant Professor Additional Training, Certification, and or Degree earned; e. g. Certificate Clinical Research Methods, MPH, MS, PhD Other certification related to subspecialty Specialty courses for additional or new expertise (e.g. ECMO, Leadership course, etc.) 	<p>_____ % DOE Professional Development</p> <p>_____ Number of years of service or as faculty</p> <p>_____ Specialty Board Certification</p> <p>_____ Sub-specialty Board Certifications</p> <p>_____ Additional degrees or certificates</p>	
<p>Service (Patient Care):</p> <p>Emerging reputation as an authority in a clinical field.</p> <p>Introduces and evaluates new, innovative approaches locally and develops standards for patient care.</p> <ul style="list-style-type: none"> Participation in the development and/or implementation of new processes or practices that improve patient care Participation in the development and/or implementation of inter-professional or multi-disciplinary models or systems of patient care Introduces and evaluates new, innovative 	<p>_____ % DOE for service</p> <p>_____ Number of invited lectures related to clinical expertise at regional level (at least 8)</p> <p>_____ Number of invited lectures at national level (at least 5 in addition to above regional invitation) if desiring promotion before 5 years of service as assistant professor</p> <p>_____ Number of guidelines for conditions or practices authored and presented at a regional level (at least 3)</p>	

<p>approaches locally and develops standards for patient care.</p> <ul style="list-style-type: none"> • Active participation in assigned clinical duties, commensurate with job description, DOE, training and experience (e.g. outpatient, inpatient, procedural , contractual) • Volume billed (wRVUs) <p>Service: to institution UK COM, UK Health Care)</p> <p>Emerging reputation within his or her field and recognition as an authority in specialty both inside and outside the UK medical community; leadership role in health system; and membership in professional societies.</p> <ul style="list-style-type: none"> • High level of professionalism based on evaluations by peers, residents, students, patients, and/or staff • Service on intramural committees or task forces Hospital Committees (Pharmacy, Infectious Disease, etc) COM committees (Promotions and Tenure, IACUC, etc University Committees (IRB, University Senate, etc) • Service in professional societies as member of review panel for regional or state research organization. • Elected officer in regional or state professional organization • Service as a member of a specialty board, the NBME or a state licensure board. • Community service activities that advance the mission of the university, college and/or 	<p>_____Number of innovative approaches to patient care introduced locally (at least 5)</p> <p>_____Number of hospital attending weeks/year or number of clinic days per week</p> <p>_____wRVUs for the year compared to wRVU goal</p> <p>_____Student/resident evaluation within average of other faculty in division or department</p> <p>Committees served (please name committees):</p> <p>_____number within department/division</p> <p>_____number of hospital committees</p> <p>_____number of university committees</p> <p>_____Number of professional research society membership</p> <p>_____Number of professional societies as elected officer or as committee chair or as members</p> <p>_____Number of memberships in specialty board, or state licensure organization</p> <p>_____Number of community service activities</p> <p>_____number of government commission, task force, advisory group</p>	
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<p>department</p> <ul style="list-style-type: none"> • Service on a government commission, council or advisory group beyond the local level • Organizer of conferences, seminars, or symposia beyond local level. 	<p>____ number of conferences organized</p>	
<p>Administration</p> <ul style="list-style-type: none"> • Activities as Chief of section • Accomplishments as Division Chief • Accomplishments as Director of clinical programs • Activities as program director 	<p>____ % DOE Administration</p>	
<p>Instruction/Education: Active and effective participation in research training, clinical training, or both, and in medical student education or other teaching programs.</p> <p>Continuing evidence of peer recognition as an excellent clinical teacher at regional level. Service as role model of a practicing physician or practicing clinician (psychologist, nutritionist, therapist, or other) for students, residents, and fellows.</p> <ul style="list-style-type: none"> • Evidence of graduate or professional students mentoring • Participation in teaching workshops • Member of graduate student thesis or dissertation research • Placement of graduate students, professional students, or post-doctoral fellows into academic, scholarly, or professional positions • Scholarly publications about teaching • Peer and student evaluations that demonstrate rigorous and challenging 	<p>____ % DOE Instruction</p> <p>____ Number and names of students/residents mentored</p> <p>____ Number of workshops participation as teacher</p> <p>____ Number of thesis committees, capstones, dissertations (name students and title of work product)</p> <p>____ number of mentored students or fellows placed</p> <p>____ number of publications regarding education, teaching</p> <p>____ peer and student evaluation demonstrating rigorous teaching</p> <p>____ number of CME presentation</p> <p>____ attach residents' evaluation</p>	

<p>teaching</p> <ul style="list-style-type: none"> • Participation in continuing education opportunities • Outstanding evaluations from residents • Contribution to development of syllabi • Fulfillment of teaching duties assigned by Chair • Administration of educational programs at the division or departmental level • Contribution to the development or implementation of innovative approaches to teaching • Departmental teaching award 	<p>____ syllabi developed</p> <p>____ duties assigned by chair (completed or ongoing)</p> <p>____ number of programs directed at division or department level</p> <p>____ number of courses developed or implemented with innovative approach</p> <p>____ number and type of teaching award</p>	
<p>Research or Scholarly activities: Publication of important and original clinical research. Introduction and evaluation of new, innovative approaches to patient care locally and development of standards for clinical quality improvement projects</p> <ul style="list-style-type: none"> • Extramural funding as principal investigator • Extramural funding as a significant collaborator • Publication in refereed journals • Intramural awards for research activities • Member of regional or national review panel • Presentation of invited papers at regional or 	<p>____% DOE Research</p> <p>____ number of NIH sponsored research projects as a PI</p> <p>____ number of sponsored research other than NIH</p> <p>____ number of NIH sponsored research projects as co-I or collaborator</p> <p>____ number of non-NIH sponsored research projects as co-I or collaborator</p> <p>____ number of peer-reviewed publications as co-author, first author, or senior author (at least 15)</p> <p>____ number of research projects with intramural award</p> <p>____ number and list review panels</p> <p>____ number of invited presentations</p> <p>____ number of book chapters</p>	

<p>national meetings</p> <ul style="list-style-type: none"> • Publication of a book chapter • Receive visiting professorship • Obtaining patents on intellectual property • Peer reviewer for professional journals • Development of exam questions for specialty boards • Grant application review at local or regional level • Development of a successful research programs 	<p>___ number of visiting professorship</p> <p>___ number of patents or intellectual property</p> <p>___ number of manuscript reviewed as ad hoc reviewer</p> <p>___ number of times as board exam developer</p> <p>___ number of participation or membership in local or regional grant application review</p> <p>___ describe research programs developed and impact or significance of the programs.</p>	
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