

Faculty Appointments, Promotion, and Tenure

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

Promotion from Associate Professor (academic clinician/scientist) to Professor.

Promotion Criteria	Candidate's Summary/Achievement	Comments/Rating
<p>Qualifications:</p> <ul style="list-style-type: none"> Excellent service as Assistant Professor at UKCOM (or its equivalent elsewhere) with significant time commitment and record of excellence in clinical and academic community service and teaching Average of 5 years as Assistant Professor Board Certification or Equivalent <p>Additional Training, Certification, and or Degree earned</p> <ul style="list-style-type: none"> 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>_____ courses to gain additional expertise</p>	
<p>Service (Patient Care):</p> <p>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 	<p>_____ % DOE for service</p> <p>_____ Number of invited lectures related to clinical expertise at national or international level (at least 5) since promotion to associate professor</p> <p>_____ Number of guidelines for conditions or practices authored and presented at a regional level (at least 3 since appointed as Associate professor)</p>	

<ul style="list-style-type: none"> • Introduces and evaluates new, innovative approaches locally and develops standards for patient care. • 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> <ul style="list-style-type: none"> • High level of professionalism based on evaluations by peers, residents, students, patients, and/or staff • Leadership in intramural committees or task forces Hospital Committees (Pharmacy, Infectious Disease, etc) COM committees (Promotions and Tenure, IACUC, etc University Committees (IRB, University Senate, etc) • Leadership in professional societies beyond the university level • 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 department 	<p>____ Number of innovative approaches to patient care introduced locally (at least 3 or one major approach recognized at national level)</p> <p>____ Number of hospital attending weeks/year</p> <p>____ Number of clinic days per week</p> <p>____ wRVUs for the year compared to wRVU goal</p> <p>____ Student/resident evaluation as to professionalism within average of other faculty in division or department</p> <p>Committees served (please name committees and positions served):</p> <p>____ number within department/division</p> <p>____ number of hospital committees</p> <p>____ number of university committees</p> <p>____ Number of professional society membership</p> <p>____ Number of professional societies as member or as member</p> <p>____ Number of committees of national societies as member or chair</p>	
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<ul style="list-style-type: none"> • Service on a government commission, council or advisory group beyond the local level • Leadership of conferences, seminars, or symposia beyond local level. • Invited consultations in area of emphasis at national or international level 	<p>_____Government commission, council, advisory group beyond local level</p> <p>_____Number of symposia organized</p> <p>_____ Number of consultations</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:</p> <p>Continuing evidence of peer recognition as an excellent clinical teacher at regional level.</p> <p>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"> • Fulfillment of teaching duties as assigned by the chair and commensurate with DOE, training and experience (number of lectures to residents, fellows, students, etc). • Leadership in the development, implementation and evaluation of a new 	<p>_____ % DOE Instruction</p> <p>_____number of CME presentations at national level (at least 3 since appointed as associate professor, please attach evaluation)</p> <p>_____awards as model for practice, teaching from students, residents or fellows</p> <p>_____number of student lectures</p> <p>_____number of activities related to curriculum development.</p>	

<p>course or curriculum that fulfills an identified need or gap</p> <ul style="list-style-type: none"> • Leadership in innovative approaches to teaching and/or learner evaluation • Administration or coordination or assisting program directors in major educational programs or curricula for residents, fellows or medical students • Participation in innovative approaches to teaching and/or learner evaluation/feedback • Teaching awards or recognition for educational excellence at or beyond the national level • Continued mentoring or advising of students, residents, fellows, and other learners. • Excellent Evaluation from learners • Program Director (residency, clerkship, fellowship, special courses) 	<p>____ membership or as chair in work group or committees regarding curriculum development for learners</p> <p>____ number of innovative activities</p> <p>____ Include evaluation form learners as attachment</p> <p>____ number of awards</p> <p>____ number of students mentored</p> <p>____ number of residents mentored</p> <p>____ number of other learners advised or mentored</p> <p>____ survey results of programs directed</p>	
<p>Research or Scholarly activities: 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"> • Presentations on research or educational innovations about innovations at the regional and national or international level 	<p>____ DOE Research (Special Title Series usually will have 30% no less than 25% in DOE)</p> <p>____ number of presentations (at least 5 since appointed as associate professor)</p>	

<ul style="list-style-type: none"> • PI on extramural grants or contracts for educational innovation or research • Co – I with substantive role on extramural grants. • Substantive role in collaborative research across disciplines colleges or universities • Development and evaluation of innovations in education • Development of infrastructure to support educational research or innovation • National or international reputation as an authority in medical education <p>Other scholarly activities:</p> <ul style="list-style-type: none"> • Sole author or co-author of publications pertinent to specialty, including book chapters, book reviews, journal articles (at least 10), editorials • Sole author or co-author of computer-based or audio-video materials <p>Recognition at regional or national level</p>	<p>____number of research projects as a PI or collaborator or coinvestigator</p> <p>____number of collaborative research projects</p> <p>____number of innovative work</p> <p>____description of infrastructure developed</p> <p>____number of peer-reviewed publications as co-author, first author, or senior author (at least 10 since appointed as associate professor)</p> <p>____Books published or edited</p> <p>____number of book chapters</p> <p>____number of book reviews</p> <p>____number of web-based module, video, etc, produced and disseminated</p>	
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<ul style="list-style-type: none">• Reviewer for professional journals or similar web-based resources• Service on an editorial board for professional journal or similar web-based resource• Exam question developer for specialty board or the NBME• Reviewer for grant applications at local or regional level.	<p>____ number of manuscript reviewed as ad hoc reviewer</p> <p>____ number of editorial boards</p> <p>____ number as section editor for peer reviewed journals</p> <p>____ number of times as board exam developer</p> <p>____ number of grant reviews</p>	
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