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| **Department of Medicine****Academic Track Promotion Criteria****Checklist** |
| **Clinical Scholarship Focus – ASSOCIATE PROFESSOR** |

Excellence in clinical scholarship and related service is evidenced by recognition as a regional/national/international authority in clinical specialty. The candidate may have a reputation as an innovator in approaches to diagnosis, treatment or prevention of disease, applications of technology to Clinical Scholarship, and/or in developing models of care delivery.

Candidates for promotion in the [Academic Track](https://docs.google.com/document/d/1oGIlYxO2kL3d2T8h0yLpkIeg9pYI7Pbr/edit) must demonstrate they meet **all criteria in the following domains:** **(1) Scholarship, (2) Service, (3) Teaching/Mentoring, (4) Professionalism, and (5) Reputation**

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| **1. Scholarship** |
| **Criterion 1: (required)**[ ]  Average of at least one scholarly peer-reviewed publication\* per year of faculty appointment, with a significant portion as first or senior (last) author. Key contributions to multi-authored, team science publications are also recognized.(\*or other externally disseminated product, e.g., book chapters, books, monographs, contributions to peer-reviewed online repositories such as MedEdPORTAL, patents, new IND approvals)**AND** |
| **Criterion 2: At least 2 of the following**[ ]  External research funding or competitive peer-reviewed internal grants as PI, co-I, or collaborator.[ ]  Innovations in clinical service (new protocols, new or expanded clinical programs) with external recognition and value.[ ]  Original contributions resulting in new diagnostic or therapeutic interventions.[ ]  Patient education materials that are externally disseminated and adopted. [ ]  Decision-making models or related materials that are externally disseminated and adopted.[ ]  Patented medical products or new technology that demonstrably influences medical practice.[ ]  Invited regional/national presentations (occurring annually, on average).[ ]  Other types of high quality, non-traditional, peer-reviewed scholarship that are externally disseminated and adopted. |
| **2. Service** |
| **Criterion: Excellence in Patient Care and Other Clinical Service Roles**Demonstrated through external/internal letters and by documentation of patient outcomes, satisfaction, other metrics **AND****Must demonstrate at least 2 of the following:**[ ]  Innovations in delivery of care (e.g., inventions, tools, laboratory diagnostic assays). [ ]  Service on committees in professional societies related to clinical areas of expertise. [ ]  Participation in regional/national administrative and leadership groups related to clinical practice or the medical specialty. [ ]  Awards and honors for clinical accomplishments. [ ]  Implementation of quality improvement initiatives, new models of care delivery. [ ]  Clinical leadership and program building. |
| **3. Teaching** |
| Requirements for teaching/mentoring, professionalism, and a regional (or emerging national) reputation **Demonstrated by:**[ ]  Teaching and other activities related to education, with positive evaluations from learners (students, trainees, peers), and course/program directors**AND/OR**[ ]  Mentoring of peers and trainees, with evaluations demonstrating effectiveness, positive mentee outcomes |
| **4. Professionalism** |
| **Demonstrated by:**  Department head letters, annual reviews, internal/external review letters. **Reflected in all the following:** [ ]  Maintenance of high standards of ethical behavior and a commitment to fulfilling professional responsibilities.[ ]  Professional behavior towards all faculty, learners, staff, other academic health professionals, and/or patients.[ ]  Contribution to governance and administration of the department, Medical School, and/or University.   |
| **5. Reputation** |
| Reputation is reflected in **external recognition** (defined as beyond our University, affiliates, and health care system) of the candidate’s contributions to **clinical** **scholarship**. This recognition should be readily acknowledged in letters provided by external experts in the candidate’s field.**REGIONAL (or emerging national) recognition is required for promotion to ASSOCIATE PROFESSOR****Documented by external letters of evaluation and exemplified by invitations or nominations to: *\****[ ]  **a**. Serve on at least one of the following: study sections, regional/national policy boards, regional/national committees, editorial boards of national or international publications[ ]  **b**. Review manuscripts submitted to peer-reviewed national journals[ ]  **c**. Present research orally at regional/national scientific meetings or clinical symposia[ ]  **d**. Deliver lectures or seminars at other academic institutions regionally or nationally.*\*****Candidate must demonstrate either “a”, or “b+c”, or “b+d”*** |

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| **Clinical Scholarship Focus – PROFESSOR** |

Excellence in both clinical service and clinical scholarship must be demonstrated by new and sustained accomplishments since last promotion. Clinical Service expectations include a sustained recognition at the national/international level as an authority and a leader in a clinical specialty.

Candidates for promotion in the [Academic Track](https://docs.google.com/document/d/1oGIlYxO2kL3d2T8h0yLpkIeg9pYI7Pbr/edit) must demonstrate they meet **all criteria in the following domains:** **(1) Scholarship, (2) Service, (3) Teaching/Mentoring, (4) Professionalism, and (5) Reputation and all of the following:**

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| **1. Scholarship** |
| **Criterion 1: (required)**[ ]  Average of at least two scholarly peer-reviewed publications (or other externally disseminated product) per year since last promotion, with a significant portion as first or senior (last) author. Key contributions to multi-authored, team science publications are also recognized.**AND** |
| **Criterion 2: At least 2 of the following**[ ]  Independence of research accomplishments or significant contribution to interdisciplinary or collaborative research, evidenced by a sustained track record of:* External research funding from national granting agencies, foundations, industry sponsors, or institutions that sponsor programs in biomedical research subject to peer review, or serving as an essential collaborator.
* PI, co-I, or major collaborator on peer-reviewed, funded research grants or contracts, or site PI on a multi-center trial.

[ ]  Senior role on significant original contributions based on laboratory or clinical observations resulting in new interventions that influence the practice of medicine.[ ]  Development of patented medical products and technology or the development of new technology that through peer-review influence the practice of medicine.[ ]  Service on national grant review committees, national policy boards, and/or editorial boards of national publications.[ ]  Invitations to present at national meetings and invitations for visiting lectureships in candidate’s area of clinical expertise.[ ]  Other types of relevant, high quality, non-traditional peer-reviewed scholarship that are available to and used by the professional public outside of the University of Minnesota and its affiliates. |
| **2. Service** |
| **Criterion: Excellence in Patient Care and Other Clinical Service Roles**Demonstrated through external arms’ length letters**AND****Must demonstrate at least 3 of the following:**[ ]  Development of publicly disseminated patient education materials with demonstration that these materials were adopted for use by others nationally.[ ]  Development of decision-making models or materials that are publicly disseminated with demonstration that the materials were adopted for use by others nationally.[ ]  Participation in regional/national administrative and leadership groups related to clinical practice or the medical specialty. [ ]  Innovations in delivery of care (e.g., inventions, tools, laboratory diagnostic assays).[ ]  Leadership roles (committees, task forces, meeting organization, etc.) of appropriate national/international professional societies related to clinical area of expertise.[ ]  National/international participation in administrative and leadership groups related to clinical practice or the medical specialty.[ ]  Quality improvement initiatives and new models of care delivery on a national level.[ ]  Clinical leadership and program building recognized nationally. |
| **3. Teaching** |
| Requirements for teaching/mentoring, professionalism, and a regional (or emerging national) reputation **Demonstrated by:**[ ]  Teaching and other activities related to education, with positive evaluations from learners (students, trainees, peers), and course/program directors**AND/OR**[ ]  Mentoring of peers and trainees, with evaluations demonstrating effectiveness, positive mentee outcomes |
| **4. Professionalism** |
| **Demonstrated by:**  Department head letters, annual reviews, internal/external review letters. **Reflected in all the following:** [ ]  Maintenance of high standards of ethical behavior and a commitment to fulfilling professional responsibilities.[ ]  Professional behavior towards all faculty, learners, staff, other academic health professionals, and/or patients.[ ]  Contribution to governance and administration of the department, Medical School, and/or University.   |
| **5. Reputation** |
| Reputation is reflected in **external recognition** (defined as beyond our University, affiliates, and health care system) of the candidate’s contributions to **clinical** **scholarship**. This recognition should be readily acknowledged in letters provided by external experts in the candidate’s field.**NATIONAL (or emerging international) recognition is required for promotion to PROFESSOR****Documented by external letters of evaluation and exemplified by invitations or nominations to** **all of the following**:[ ]  Serve on at least one of the following: study section of a national granting agency, national policy board, national/international committee in the discipline, editorial board of a peer-reviewed journal.[ ]  Participate in a leadership role or presentation of their research in national/international scientific meetings or clinical symposia. [ ]  Deliver lectures or seminars at other academic institutions nationally/ internationally. |