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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. |