# Academic Advancement Work Group Meeting Minutes

**Meeting Information:**
- **Date:** Monday, November 23, 2015
- **Time:** 8:00pm – 9:30am
- **Location:** S2-351

## Agenda:
1. Review minutes from 11-13-2015
2. Assessment of Educational Activities
3. Academic Reputation
4. Next Steps

## Materials:
- 11-13-2015 Meeting Minutes
- UMMS Criteria for Promotion: Distinction in Clinical Practice
- UMMS Criteria for Promotion: Distinction in Education
- UMMS Criteria for Promotion: Distinction in Investigation

## Materials available on the OFA Website:
- [http://www.umassmed.edu/ofa/academic/governance-policies/academic-personnel-policy/revision/](http://www.umassmed.edu/ofa/academic/governance-policies/academic-personnel-policy/revision/)

## AAWG Chair:
- Luanne Thorndyke*

## Members:
- Jean King
- Neil Aronin*
- Mark Klempern*
- Bob Baldor*
- Anne Larkin
- Joanna Cain
- Pranoti Mandrekar
- Suzanne Cashman*
- Robert Milner*
- Michael Czech*
- Judith Ockene*
- Roger Davis*
- Linda Pape*
- Marianne Felice*
- David Paydarfar*
- Robert Finberg*
- David Polakoff*
- Michael Green
- Anthony Rothschild*
- Bob Jenal
- Mitchell Sokoloff
- Catarina Kiefe
- Jill Zitzewitz*

## Item # | Owner | Comments/Minutes | Action/Status
---|---|---|---
1. | L. Thorndyke | Dr. Thorndyke asked the AAWG to review the minutes. | Minutes approved without change.
2. | L. Thorndyke | Assessment of Educational Activities
Dr. Thorndyke asked the tables to review the Assessment of Educational Activities document. The document is a broad description of education activities, with examples and metrics for assessment of educational activities that faculty might be engaged in across all areas of distinction.

The members at their tables review the document to assess whether it addresses the following questions:

- **a.** Does the table adequately describe the portfolio of educational activities? Are there any gaps?
- **b.** Are the assessments appropriate?

**Report out:**

**Investigation table**
- Document represents a comprehensive list of activities
- Recommend adding nature of the setting in which the research education and mentoring is included, making sure to capture teaching, mentoring, etc. in a laboratory setting
- Recommend including educating “thought leaders” (politicians, etc.). Additional discussion on this suggestion included the following:
  - Wouldn’t ‘educating thought leaders’ be considered advocacy or public service?
  - Response: Educating the public is considered a legitimate educational activity
  - Would being invited to present to thought leaders fall under academic reputation?
  - Develop innovative educational materials to educate the public... That can be identified and measured easily
  - Recommend adding a new category for ‘External Educational Activities’ that would include public/community education
  - Engage with the community for developing curricula for students to better understand the perspectives of community members of subpopulations, etc.

**Clinical Practice table**
- No comments/concerns

The OFA team will revise the document and bring back to the next meeting for final approval.
3. L. Thorndyke  
**Academic Reputation**

Dr. Thorndyke summarized the discussion at the last meeting regarding the level of academic reputation required for promotion to Associate Professor and Professor. The AAWG members felt there needed to be parallel and consistent language regarding requirements for academic reputation across the areas of distinction. Faculty who are focused on investigation (vs. clinical practice) establish their reputation as an expert in the area in different ways. Investigators immediately have a national audience by publishing their research. Clinical practitioners must establish their clinical expertise by virtue of the care of patients, which is a more local/regional audience, but with an expectation that they would be making advances that would be disseminated to a broader audience.

Dr. Thorndyke also reviewed the results of a question posted to the Group on Faculty Affairs listserv regarding the requirements of academic reputation for the promotion to Associate Professor and Professor (handout). Dr. Thorndyke asked the AAWG to review the handout and discuss local/regional/national reputation.

**Discussion included:**

- The definition of Scholarship includes dissemination as one of three essential components. What is the distinction between dissemination by investigation and clinical?
- In the day of the internet, everything published becomes national. The distinction is rather is it recognized within your area, beyond your area or is it broadly recognized? Rather than geographic.
- For some clinical publications, a resident is the first author and the article is usually based on clinical experience they are gaining as a trainee.
- The clinic needs to be viewed as a clinical laboratory. The hospital is a laboratory. There are many journals that will accept case reports, case series and reviews that are extremely impactful. Clinicians need to be viewed as educators and scholars. That’s why we should not have any disharmony between the distinctions.
- The last thing we should do with the APP revision is to make it more difficult for clinicians get promoted.
- Local = within system; Regional = within New England;
- Defining reputation geographically will be limiting. Leave “local” and “regional” vague and apply to each individual faculty member and define what “local” and “regional” means in that field/area.
- Suggest eliminating or reframing the term “local” and expand or contract regional to include local.
- Reputation outside the institution/health system is defined as regional.

4. L. Thorndyke  
**General Discussion- Education**

Q: Should minimum expectations for teaching be defined, or should the language be left undefined to allow flexibility for promotions committees and chairs to interact with faculty?

- Change “minimum expectation for teaching” to “minimum expectation for educational activities”.
- Faculty have to be engaged in educational activities to be a part of an educational institution.
- With the educational activities grid, there are so many possible activities that there is no one that would not fit within the defined criteria.

Q: Should there be a minimum expectation?

- The current criteria for appointment/promotion to Assistant Professor is 10% to the academic program, (not necessarily teaching--could be service) or 4 hours per week.
- If a minimum educational component is included in the APP, the institution would have to commit to pay a piece of the salary.
- Minimum expectation for contributions to education, not specifically teaching.

5. L. Thorndyke  
**V. Next Steps: Agenda for Next Meeting**

- Finalize the Criteria for Promotion

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**Next meeting: 12/14/2015**

8:00am in ASC Cube
### Parking Lot

<table>
<thead>
<tr>
<th>Item</th>
<th>Discussion</th>
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| Name of fourth area of focus- Population Health, Policy & Community Engagement | • Suggest to simplify the name  
• Since it’s new, wanted to be as descriptive as possible  
• Delete “Population Health” and leave it as Policy & Community Engagement. Population Health can fall into either Investigation or Policy  
• “Health Policy & Community Engagement”  
• There can be an intersection of Population Health and Policy and Community Engagement. Community Engagement is so vague, but Population Health can be at the community level, at the policy level and the clinical level. Population Health adds more detail.  
• The word that is most vague is “engagement” |

### Consensus Decisions

<table>
<thead>
<tr>
<th>Consensus Items</th>
<th>Date of Consensus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Removal of modifiers</td>
<td>8/27/15</td>
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<tr>
<td>Definition of scholarship</td>
<td>10/13/15</td>
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<tr>
<td>Transparency of the AAWG to faculty through the website</td>
<td>10/13/15</td>
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<td>Single pathway model</td>
<td>10/13/15</td>
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<td>Include a fourth area of academic focus to include activities of population health, policy and community engagement</td>
<td>10/13/15</td>
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<td>Promotion to Professor in all areas of distinction requires national and/or international reputation</td>
<td>11/23/15</td>
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<td>Participation in educational activities is expected of all faculty</td>
<td>11/23/15</td>
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