A Single Pathway Model for Promotion

Candidates for promotion to Associate Professor or Professor select an Area of Academic Focus to be considered for promotion: Investigation, Education, Clinical Practice, or Population & Community Health and Public Policy. In some cases a candidate may select two areas of academic focus. The area of focus may change between promotion to Associate Professor and to Professor.

Investigation
This area of focus is appropriate for candidates who spend a high proportion of their effort performing research.

Investigation is defined broadly to include basic, translational and clinical research, including epidemiology, outcomes and health services research, and biostatistics, as well as research in social sciences, ethics, bioinformatics, public health, health policy and health economics. Investigation also includes the development of innovative methods, technologies or therapies and novel applications of existing methods and technologies. This area of focus may also be used to recognize the contributions of individuals with research training in diverse fields who bring a unique or critical expertise to the research team. It includes individuals participating in large collaborative and multicenter research programs, as well as those conducting research individually or in small groups.

Education
This area of focus is appropriate for candidates who spend a high proportion of their effort on educational activities and who view education as their primary academic focus.

Educational activities are broadly defined to include: didactic teaching of students, residents, clinical fellows, research fellows and peers; research training and mentorship; clinical teaching and mentorship; administrative teaching leadership roles; development of educational programs and resources; professional development of staff, students, trainees and faculty; education of patients and communities; and external professional education.

Clinical Practice
This area of focus is appropriate for candidates who devote a high proportion of effort to clinical practice.

A candidate in this area is expected to have a specific area of clinical expertise that provides a unifying theme for their academic activities and achievements. The candidate may be an innovator in approaches to diagnosis, treatment or prevention of disease, applications of technology to clinical care and/or in developing models of care delivery. The individual may participate in clinical, translational, or basic scientific research related to the clinical field.

Population & Community Health and Public Policy
This area of focus is appropriate for individuals who spend a high proportion of their effort in the areas of population health, public health, health policy, or engagement with communities.

This area of focus is broadly defined to include the development and implementation of health policy, development of tools for population health, and development of health interventions for communities and populations, locally, nationally and internationally.

Four criteria are proposed for the review of candidates in each of these areas:

1. The quality and quantity of their activities in the area of focus.
2. The quality, quantity and impact of their scholarship in the area of focus.
3. The academic reputation (recognition) of the candidate for their accomplishments in the area of focus.
4. The effectiveness of the candidate’s educational activities. All faculty are expected to perform educational activities: educational activities are defined broadly, may vary according to the area of academic focus, and are assessed in the context of that area.