UMMS Criteria for Promotion

**Distinction in Clinical Medicine**
This area of focus is appropriate for faculty who devote a high proportion of effort to clinical medicine. A candidate in this area is expected to have an area of clinical expertise that provides a unifying theme for their academic activities and achievements, and is expected to demonstrate clinical excellence through a scholarly approach to clinical medicine. In addition, the candidate may have developed innovative programs or approaches to advance healthcare that improve safety, quality or efficacy of healthcare delivery.

**Associate Professor**
A candidate for promotion to, or appointment as, Associate Professor should have a strong record of clinical activities that demonstrate excellence in health care delivery, should have a record of scholarship reflecting their clinical expertise, should have an academic reputation within and beyond UMMS and its academic affiliates, and must demonstrate effectiveness in their educational activities.

**Professor**
A candidate for promotion to, or appointment as, Professor is an expert who has developed innovative programs or approaches to advance healthcare that improve safety, quality or efficacy of healthcare delivery. The candidate should have a consistent strong record of clinical activities that demonstrate excellence in health care delivery, must have a consistent record of scholarship reflecting their clinical expertise, should have a national, and in some cases international, academic reputation as a leader and innovator in a clinical field, and must demonstrate effectiveness in their educational activities.

**Distinction in Investigation**
This area of distinction is appropriate for candidates who devote a high proportion of their effort to research. A candidate in this area is expected to have expertise in investigation that provides a unifying theme for their academic activities and achievements, and advances knowledge in the biomedical and health sciences, including development or novel application of methods or technologies. This area of distinction may also be used to recognize the contributions of individuals 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.

**Associate Professor**
A candidate for promotion to, or appointment as, Associate Professor should have a strong record of research activities that demonstrate excellence in investigation and advance biomedical or health sciences, and should have a successful funding record independently or as part of a team. The candidate must have a record of scholarship, which should include publication of original research that has advanced the field, including publications from collaborative research to which the candidate contributed critical ideas or innovations. The candidate should have an academic reputation within and beyond UMMS and its academic affiliates, and must demonstrate effectiveness in their educational activities.

**Professor**
A candidate for promotion to, or appointment as, Professor is a leading investigator in the field with a consistent strong record of research activities that demonstrate excellence in investigation and advance biomedical or health sciences. The candidate must have a consistent record of publication of original research that has a major impact on the field, including publications from collaborative research to which the candidate contributed critical ideas or innovations. The candidate should have a consistent record of funding independently or as part of a team, should have a national, and in some cases international, academic reputation, and must demonstrate effectiveness in their educational activities.
**Distinction in Education**

This area of distinction is appropriate for candidates who devote a high proportion of effort to education. A candidate in this area is expected to have expertise in education that provides a unifying theme for their academic activities and achievements and is expected to demonstrate educational excellence through a scholarly approach to education. In addition, the candidate may have developed innovative programs or approaches to education that advance learning in the health sciences.

**Associate Professor**
A candidate for promotion to, or appointment as, Associate Professor should have a strong record of educational activities that demonstrate excellence in education and advance learning in the health sciences, and has developed innovative teaching methods, curricula, educational policy or assessment tools or has conducted research related to education. The candidate should have a record of educational scholarship, should have an academic reputation within and beyond UMMS and its academic affiliates, and must demonstrate effectiveness in their educational activities.

**Professor**
A candidate for promotion to, or appointment as, Professor demonstrates a scholarly approach to education, has a consistent strong record of educational activities that demonstrate excellence in education and advance learning in the health sciences, and has developed innovative teaching methods, curricula, educational policy or assessment tools or performing research related to education. The candidate must have a consistent record of educational scholarship, should have a national, and in some cases international, academic reputation, and must demonstrate effectiveness in their educational activities.

**Distinction in Population & Community Health and Public Policy**

This area of distinction is appropriate for individuals who devote a high proportion of effort to the areas of population health, community health and health policy. This area of distinction is broadly defined to include the development, analysis, implementation and evaluation of health policy, population health relevant tools, and health interventions for communities and populations, locally, nationally and internationally. A candidate in this area is expected to have an area of expertise that provides a unifying theme for their academic activities and achievements and is expected to demonstrate excellence through a scholarly approach to population and community health and health policy.

**Associate Professor**
A candidate for promotion to, or appointment as, Associate Professor should have a strong record of activities that demonstrate excellence in population and community health, and health policy. The activities should be focused on improving health care and health status and can include enhancing access to care and improving its efficacy and experience, as well as working with communities to identify and address health and health-related issues of concern. The candidate should have a record of scholarship in their areas of expertise, should have an academic reputation within and beyond UMMS and its academic affiliates, and must demonstrate effectiveness in their educational activities.

**Professor**
A candidate for promotion to, or appointment as, Professor is a leading contributor to population and community health and health policy. The candidate should have a consistent strong record of activities that demonstrate excellence in population and community health, and health policy candidate. The candidate should have developed, analyzed, implemented and/or evaluated population or community health relevant tools or programs, health policy, white papers, and other legislative or legal advances that enhance health care or overall health at a national or international level. The candidate must have a consistent record of scholarship with impact at a national or international level, should have a national, and in some cases international, academic reputation as a leader and innovator, and must demonstrate effectiveness in their educational activities.