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 academic reputation within and beyond UMMS and its academic affiliates, and must demonstrate effectiveness in their educational activities.

Activities
The candidate should have a strong record of clinical activities that demonstrate excellence in health care delivery. Examples of clinical activities include:
- Scope, quality and productivity of clinical practice
- Referrals and peer attestations
- Leadership positions, committee membership and other service activities in the institution related to clinical expertise, including responsibility for a clinical program or quality improvement initiative
- Development of innovative approaches to advance healthcare that improve safety, quality or efficacy of healthcare delivery or coordinate care across disciplines and institutions
- Development of a unique clinical program, diagnostic test, or intervention with documented effectiveness or impact
- Contributions to standards in area of expertise
- Identification by peers and trainees as a role model of professionalism in clinical practice
- Invitations to consult, review or assess clinical activities in other medical schools and healthcare organizations
- Engagement in patient-oriented or other area of research

Scholarship
The candidate should have a record of scholarship reflecting their clinical expertise, which may include defined contributions to the scholarship of team projects. Examples of scholarship include:
- Peer-reviewed publications, books, book chapters and reviews
- Evidence-based products such as safety and quality studies, and models of care coordination
- Guidelines and/or protocols for patient treatment or delivery of care
- Peer-reviewed meeting abstracts, workshops, and presentations
- Innovative educational materials in print or other media that advance health or healthcare delivery
- Policy development in the area of clinical expertise or coordination of care

Academic Reputation and Service
The candidate should have an academic reputation within and beyond UMMS and its academic affiliates. Examples of activities that demonstrate the candidate’s academic reputation include:
- Invitations to speak on areas of clinical expertise or innovation
- Funding to support clinical or translational research as the principal investigator or team contributor
- Honors and awards for contributions or innovation in the areas of clinical expertise, education or investigation
- Peer reviewer for journals in areas of clinical expertise
- Consulting in area of clinical expertise, including health care delivery, improvement or design
- Service on committees developing guidelines and policies or evaluating programs in areas of clinical expertise
- Leadership positions, committee membership and other service activities in professional organizations related to clinical expertise, including responsibility for organizing professional society meetings or clinical symposia
- Spokesperson for the school or university on areas of clinical expertise, which enhances the reputation of the department and/or institution
- Service to the department, school and university

Educational Activities
The candidate must demonstrate effectiveness in their educational activities. Examples of educational activities include:
- Lectures, seminars, and small groups in the medical, graduate or nursing schools and/or in educational programs for postdocs, clinical residents and fellows, including interprofessional education
- Clinical education, precepting and mentoring of students, residents, fellows and other healthcare professionals
- Leadership and service responsibilities in education, such as, course director or co-director, residency or fellowship program director or associate director, graduate program director, membership of educational committees
- Mentoring of faculty in UMMS and departmental mentoring programs and external mentoring relationships
• CME programs, professional development and educational workshops; public and community education programs

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.

Activities
The candidate should have a **consistent** strong record of clinical activities that demonstrate excellence in health care delivery. Examples of clinical activities include:
- Scope, quality and productivity of clinical practice
- Referrals and peer attestations
- Leadership positions, committee membership and other service activities in the institution related to clinical expertise, including responsibility for a clinical program or quality improvement initiative
- Development of innovative approaches to advance healthcare that improve safety, quality or efficacy of healthcare delivery or coordinate care across disciplines and institutions
- Development of a unique clinical program, diagnostic test, or intervention with documented effectiveness or impact
- Major contributions to standards in area of expertise
- Identification by peers and trainees as a role model of professionalism in clinical practice
- Invitations to consult, review or assess clinical activities in other medical schools and healthcare organizations
- Engagement in patient-oriented or other area of research

Scholarship
The candidate must have a **consistent** record of scholarship reflecting their clinical expertise, which may include defined contributions to the scholarship of team projects. Examples of scholarship include:
- Peer-reviewed publications, books, book chapters and reviews
- Evidence-based products such as safety and quality studies, and models of care coordination
- Guidelines and/or protocols for patient treatment or delivery of care
- Peer-reviewed meeting abstracts, workshops, and presentations
- Innovative educational materials in print or other media that advance health or healthcare delivery
- Policy development in the area of clinical expertise or coordination of care

Academic Reputation and Service
The candidate should have a **national**, and in some cases **international**, academic reputation.

Examples of activities that demonstrate the candidate's academic reputation include:
- Invitations to speak on areas of clinical expertise or innovation
- Funding to support clinical or translational research as the principal investigator or team contributor
- Honors and awards for contributions or innovation in the areas of clinical expertise, education or investigation
- Peer reviewer for journals in areas of clinical expertise
- Consulting in area of clinical expertise, including health care delivery, improvement or design
- Service on committees developing guidelines and policies or evaluating programs in areas of clinical expertise
- Leadership positions, committee membership and other service activities in professional organizations related to clinical expertise, including responsibility for organizing professional society meetings or clinical symposia
- Spokesperson for the school or university on areas of clinical expertise, which enhances the reputation of the department and/or institution
- Service to the department, school and university

Educational Activities
The candidate must demonstrate effectiveness in their educational activities. Examples of educational activities include:
- Lectures, seminars, and small groups in the medical, graduate or nursing schools and/or in educational programs for postdocs, clinical residents and fellows, including interprofessional education
- Clinical education, precepting and mentoring of students, residents, fellows and other healthcare professionals
- Leadership and service responsibilities in education, such as, course director or co-director, residency or fellowship program director or associate director, graduate program director, membership of educational committees
- Mentoring of faculty in UMMS and departmental mentoring programs and external mentoring relationships
- CME programs, professional development and educational workshops; public and community education programs
- Education of thought leaders, government or other officials and policy makers