UMMS Criteria for Promotion: 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.

Activities

The candidate should have a strong record of educational activities that demonstrate excellence in education and advance learning in the health sciences. 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
- 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
- Formal advising and mentoring of graduate students, postdocs, residents or fellows in research, including service on thesis committees and membership in graduate programs
- Clinical education, precepting and mentoring of students, residents, fellows and other healthcare professionals
- Development, implementation and evaluation of innovative educational materials and resources, including syllabi, curricula, web-based educational materials, educational technologies (e.g., simulation), policy statements and assessment tools
- 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

Scholarship

The candidate should have a record of educational scholarship, which may include defined contributions to the scholarship of team projects. Examples of scholarship include:

- Peer-reviewed publications on education, including original educational research
- Books, book chapters and reviews on education
- Peer-reviewed meeting abstracts and presentations on education
- Innovative educational materials in print or other media such as syllabi, curricula, web-based training modules or courses, or technologies (e.g., simulation)
- Educational methods, policy statements, or assessment tools

Academic Reputation

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 educational expertise
- Leadership positions, committee membership and other service activities in the institution, including responsibility for an educational program
- Funding to support educational projects or research as the principal investigator or major contributor
- Honors and awards for contributions or innovation in education
- Service on review committees developing guidelines and policies for educational programs or assessing grants
- Peer reviewer for journals in education
- Consulting in areas of educational expertise
- Leadership positions, committee membership and other service activities in professional organizations, including responsibility for organizing professional society meetings
- Spokesperson for the school or university on education, 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 in this area of distinction are listed above under “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.

Activities:
The candidate should have a consistent record of educational activities that demonstrate excellence in education and advance learning in the health sciences. 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
- 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
- Formal advising and mentoring of graduate students, postdocs, residents or fellows in research, including service on thesis committees and membership in graduate programs
- Clinical education, precepting and mentoring of students, residents, fellows and other healthcare professionals
- Development, implementation and evaluation of innovative educational materials and resources, including syllabi, curricula, web-based educational materials, educational technologies (e.g., simulation), policy statements and assessment tools
- 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

Scholarship:
The candidate must have a consistent record of educational scholarship, which may include major, defined contributions to the scholarship of team projects. Examples of scholarship include:

- Peer-reviewed publications on education, including original educational research
- Books, book chapters and reviews on education
- Peer-reviewed meeting abstracts and presentations on education
- Innovative educational materials in print or other media such as syllabi, curricula, web-based training modules or courses, or technologies (e.g., simulation)
- Educational methods, policy statements, or assessment tools

Academic Reputation: 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 educational expertise
- Leadership positions, committee membership and other service activities in the institution, including responsibility for an educational program
- Funding to support educational projects or research as the principal investigator or major contributor
- Honors and awards for contributions or innovation in education
- Service on review committees developing guidelines and policies for educational programs or assessing grants
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Educational Activities
The candidate must demonstrate effectiveness in their educational activities. Examples of educational activities in this area of distinction are listed above under “Activities”.