UMMS Criteria for Promotion: 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.

Activities

The candidate 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. Examples of activities include:
- Development, analysis, implementation and/or evaluation of programs that enhance community or population health, including global health projects
- Development, analysis, implementation and/or evaluation of health or health care policy
- Development, analysis, implementation and/or evaluation of technology and analysis tools for community and population health
- Development, analysis, implementation and/or evaluation of healthcare initiatives in specific systems, such as the legal and criminal justice system
- Developing a robust partnership with community members/organizations that contributes to shaping population and community health or health policy

Scholarship

The candidate should have a record of scholarship in their areas of expertise, which may include defined contributions to the scholarship of team projects and/or the scholarship of community engagement. Examples of scholarship include:
- Peer-reviewed publications
- Books, book chapters and reviews
- Peer-reviewed meeting abstracts and presentations
- Innovative educational materials in print or other media
- Evidence-based products such as policy statements, white papers, legislative or legal advances
- Academically relevant work that meets the university’s as well as the community’s needs

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 expertise
- Leadership positions, committee membership and other service activities in the institution, including responsibility for a program
- Funding to support research or projects as the principal investigator or major contributor
- Honors and awards for contributions or innovation in the areas of expertise
- Service on government committees/advisory boards that require expertise in the candidate’s area
- Service on review committees developing guidelines and policies for management or evaluating programs
- Peer reviewer for journals
- Consulting in areas of 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 areas of expertise, which enhances the reputation of the department and/or institution
- Change in practice or policy because of candidate’s work OR use of candidate’s work by others to influence policy
- Adoption of candidate’s models for problem resolution, intervention programs, instruments, or processes by others who seek solutions to similar problems
• 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
  • Formal advising and mentoring of graduate students, postdocs, residents or fellows, including service on thesis committees and membership in graduate programs
  • 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
  • Service-learning or other community-engaged pedagogy that offers experiential, reflective opportunity and builds from a community/academic partnership

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.

Activities

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. Examples of activities include:
  • Development, analysis, implementation and/or evaluation of programs that enhance community or population health, including global health projects
  • Development, analysis, implementation and/or evaluation of health or health care policy
  • Development, analysis, implementation and/or evaluation of technology and analysis tools for community and population health
  • Development, analysis, implementation and/or evaluation of healthcare initiatives in specific systems, such as the legal and criminal justice system
  • Developing a robust partnership with community members/organizations that contributes to shaping population and community health or health policy

Scholarship

The candidate must have a consistent record of scholarship with impact at a national or international level, which may include major, defined contributions to the scholarship of team projects and/or the scholarship of community engagement. Examples of scholarship include:
  • Peer-reviewed publications
  • Books, book chapters and reviews
  • Peer-reviewed meeting abstracts and presentations
  • Innovative educational materials in print or other media
  • Evidence-based products such as policy statements, white papers, legislative or legal advances
  • Academically relevant work that meets the university’s as well as the community’s needs

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 expertise
  • Leadership positions, committee membership and other service activities in the institution, including responsibility for a program
  • Funding to support research or projects as the principal investigator or major contributor
  • Honors and awards for contributions or innovation in the areas of expertise
  • Service on national or international advisory boards to government
  • Service on review committees developing guidelines and policies for management or evaluating programs
• Peer reviewer for journals
• Consulting in areas of 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 areas of expertise, which enhances the reputation of the department and/or institution
• Service to the department, school and university
• Change in practice or policy because of candidate’s work OR use of candidate’s work by others to influence policy
• Adoption of candidate’s models for problem resolution, intervention programs, instruments, or processes by others who seek solutions to similar problems

**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
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