UMMS Promotion Criteria

Activities that provide evidence of an “Entry” level of achievement
(Academic Personnel Policy, Table 3, pp18–19)

Clinical Service:
- for clinical faculty members, demonstrated competence in area of clinical expertise
- contributions to ongoing programs/teams involved in clinical, public health or research activities
- local/regional consulting (including consultations with State agencies) in area of expertise

Professional Service:
- active participation in professional organizations
- peer reviews for scientific journals or for granting agencies
- activities related to faculty or student governance
- service on task forces, committees and other groups of the school or university
- advising/sponsoring of student or resident organizations

Research and Scholarly Activities:
- publication of clinical, basic science, or educational research (or evidence of significant contribution to publications)
- presentation (verbal or poster) of study results to local audiences
- application as principal investigator for locally or regionally-funded grants or contracts
- case reports or review articles that integrate and expand existing knowledge or that provide an extensive literature review*
- significant involvement at a local level in the developing, implementing and evaluating clinical guidelines*
- significant contribution to policy development at a local level*
  (*For consideration for promotion, these activities must integrate or expand existing knowledge and/or provide an extensive literature review.)

Educational Activities:
- formal lectures to medical and/or graduate students, residents, fellows, and peers
- instruction in laboratory settings or in similar experiential learning activities
- teaching in patient care environments
- serving as a facilitator in small group formats
- supervision and individualized instruction of graduate students or residents
- presentations for grand rounds, teaching rounds or journal clubs
- mentoring learners or colleagues
Activities that provide evidence of an “Established” level of achievement
(Academic Personnel Policy, Table 5, p21)

Clinical Service:
- [clinical] consulting on a regional basis
- responsibility for a clinical or scientific program
- leadership role in appropriate committees or groups related to clinical services or research
- leadership role / chair of major committees on a regional basis
- spokesperson for the School or University on areas of expertise
- awards and other recognition as an outstanding regional clinician

Professional Service:
- substantial contributions to activities related to faculty governance
- substantial contributions to task forces, committees and other groups of the School and University
- substantial administrative responsibilities for departments, units or the School
- substantial mentoring of learners or colleagues
- ad hoc reviewer for a scientific review board
- substantial contribution to academic/professional organization such as chair of major committee or responsibility for scientific meeting

Research and Scholarly Activities:
- scientific publications in peer-reviewed journals and equivalent formats (emphasis on first and/or senior authorship)
- regional/national recognition in his/her academic field
- extramural grants or contracts (emphasis on principal investigator)
- patents or other evidence of acceptance of devices or procedures
- significant involvement at a regional or national level in the developing, implementing and evaluating clinical guidelines *
- significant contribution to policy development at a regional or national level *
  (*For consideration for promotion, these activities must integrate or expand existing knowledge and/or provide an extensive literature review.)

Educational Activities:
- supervising or coordinating teaching by others (e.g. course director, residency program director)
- developing and participating in teaching of major components of courses (medical student, graduate student, resident, fellow, or CME courses)
- developing significant educational and curricular materials (e.g. syllabi, curricular objectives, teaching cases, software)
- developing significant evaluation techniques (e.g. examinations, surveys, software, standardized patients)
- supervising graduate students and participating in dissertation committees
Activities that provide evidence of an “Senior” level of achievement
(Academic Personnel Policy, Table 6, p22–23)

Clinical Service:
- clinical, or public health consulting on a national or international basis
- recognition as national or international leader in area of expertise
- invited clinical presentations to national/international gatherings
- significant contribution to national standards in area of expertise

Professional Service:
- leadership role in national or international professional organization
- leadership position and substantial contribution in activities related to faculty governance
- leadership position and substantial contribution in task forces, committees and other groups of the School and University
- leadership position in administrative responsibilities for departments, units or the School
- member of an editorial board of a major scientific publication
- regular member or leader of a study section or equivalent review committee

Research and Scholarly Activities:
- substantial and significant publications as first and/or senior author
- national/international recognition in his/her academic field
- invited scientific presentations to national/international gatherings
- scientific consulting on a national or international basis
- consistent success in obtaining extramural funding through grants or contracts that are peer reviewed and depend on scientific excellence.
- contributing editor or regular writer for a major scientific publication

Educational Activities:
- developing a course, curricular materials, or evaluation resources/techniques that are used regionally or nationally
- playing a major role in the organization, implementation and evaluation of a regional or national educational activity
- writing or editing textbooks or equivalent resources adopted by other institutions acting as an education consultant to national bodies or a reviewer for national grants in education.
- successful ongoing activities in educational research that is supported by extramural grants and published in high impact educational journals