

CRITERIA FOR PROMOTION FOR COMMUNITY FACULTY MEMBERS.
DEPARTMENT OF PEDIATRICS/HUMAN DEVELOPMENT*

For promotion from assistant professor to associate professor

In *Patient Care Service* category, must meet all of the basic criteria AND in other 3 areas, must meet majority of basic criteria. In addition, in 2 areas, must meet at least one distinguishing criterion.

For Promotion from associate professor to full professor

In 3 areas, must meet a majority of distinguishing criteria AND in all 4 areas must meet a majority of the basic criteria

PATIENT CARE SERVICE

Basic Criteria:

- 1. Meets PHO, Medical staff bylaws standards, and standards of any other participating medical service plans.**
- 2. Achieves goals and objectives set forth for the staff members of the hospital.**
- 3. Maintains requirement for board certification, recertification, and meets CME requirements.**
4. Maintains clinical skills/knowledge base through participation in local and national clinical symposia, seminars and courses.
5. Participates in local professional societies.
6. Contributes as a faculty member in the operation, development and improvement of the department, the hospital, or the college patient care services.
7. Participates in quality assurance programs and/or other peer review activities related to patient care.
8. Demonstrates satisfaction by patients/clients.

Distinguishing criteria:

1. Demonstrates a scientific and scholarly approach to a major field of clinical medicine.
2. Takes leadership role in community medicine.
3. Demonstrates cost-effective practices in the delivery of high quality patient care.
4. Demonstrates excellence as a clinician in the provision of high quality patient care services in the chosen specialty of the faculty member.
5. Coordinates and / or actively participates in activities directed at maintaining or enhancing clinical skills.
6. Receives external recognition for clinical service and/or public service.
7. Provides leadership on committees of the department, the college, or other committees that deal with patient care issues.

CLINICAL AND PRE-CLINICAL TEACHING

Basic Criteria

- 1. Fulfills requirements for residency program teaching as assigned by program director.**
2. Discharges assigned teaching responsibilities competently, including preparation and presentation of material in a well-organized, current and stimulating fashion.

3. Accepts teaching assignments routinely and teaches in department, hospital, or college programs of instruction on a regular basis.

Distinguishing Criteria:

1. Assessed to be an effective teacher by learner evaluation as well as by colleagues and other faculty evaluation.
2. Provides evidence that teaching activities are based on current literature and the meaning incorporation of that literature.
3. Assumes and effectively discharges responsibilities related to assumption of leadership in instruction and instructional design.
4. Provides evidence that he/she is requested as a teacher/lecturer locally and regionally.
5. Demonstrates ability to stimulate trainees toward scholarship in medicine and medical practice.
6. Demonstrates ability to evaluate and counsel students and residents, or regularly serves as a mentor for students and residents.

SCHOLARLY PRODUCTIVITY AND RESEARCH

Basic Criteria:

1. **Has identified areas of interest in research or scholarly activity.**
2. Presents research, scholarly or developmental efforts to the medical education community, community of the candidate's discipline, and/or to his/her own professional community.
3. Participates in professional groups and /or organizations appropriate to research field.
4. Publishes in refereed journals.

Distinguishing criteria:

1. Participates in the development of research proposals for external funding.
2. **Participates and/or collaborates in clinical studies/research sponsored externally.**
3. Publishes texts, reference materials, monographs or instructional materials which receive favorable review.
4. provides leadership in professional organizations, appointed or elected to positions of leadership in professional organizations.
5. Serves as a principal investigator on funded research projects.
6. Has significant publication record in a defined area of work.
7. Demonstrates lead authorship in his/her curriculum vitae.

INSTITUTIONAL SERVICES

Basic Criteria:

1. Regularly attends departmental, hospital or college meetings as required by policy, bylaws, and contracts.
2. Participates as appointed or elected member of department, hospital, or college committees.

3. Provides evidence of productive service in support of committees, or administrative services.

Distinguished Criteria:

1. Leads or chairs department, hospital or college projects or committees.
2. Is appointed for a major administrative position, in the department, hospital, or college.
3. Provides intellectual leadership in helping committee, task groups or other organizations, develop solutions to significant problems at departmental, hospital, or college level.
4. Attains leadership positions in relevant state and/or national professional associations or organizations.

Approved by the CHM Department of Pediatrics and Human Development Executive Committee on June 14, 2006

*This criterion is subject to change and addendums are expected after formal review by the College of Human Medicine. When addendums are added, ample notice will be provided to our community faculty.