

VIII. CRITERIA FOR PROMOTION

The following tables provide an overview of the School of Medicine (SM) tracks and the criteria needed for promotion (and/or tenure when it is applicable).

a. CLINICAL FACULTY SCHOOL OF MEDICINE (SM) NON-TENURE TRACK

Criteria for Promotion	<i>Instructor to Assistant Professor</i>
General Requirements	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Terminal Degree • Faculty holding the MD degree should be eligible for Board certification in a primary/subspecialty
Teaching	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Demonstrated promise of developing excellence in teaching
Research/Scholarly Activity	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Demonstrated promise of developing excellence in research/scholarly activities • Basic science faculty should be qualified to serve on and/or chair a doctoral dissertation committee
Patient Care	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Demonstrated professional level of competence
Service	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Demonstrated professional level of competence
Recommendation Letters	<ul style="list-style-type: none"> • Two Recommendation Letters (Internal or External)

Criteria for Promotion	<i>Assistant Professor to Associate Professor Non-Tenure Track</i>
Teaching	<p style="text-align: center;">TWO OF THREE ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Instructs trainees in classroom, laboratory, patient care or other environments • Present teaching rounds or patient conferences (average of one year) • Participates in faculty development to improve his or her own teaching skills
Research/Scholarly Activity	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Attendance at one national professional society meeting per year • Oversee (mentor) medical students and/or resident and/or fellow in research projects that may include chart review projects or case presentations • Poster presented by mentee at local (Research Day) or regional meeting
Patient Care	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Patient satisfaction rated above the average for peer group (peer group consisting of faculty of similar rank within the department) • Peer ratings reflect a professional or exemplary clinician when compared with peers from JCESOM • Maintains high level of professionalism (professional or exemplary level) • Clinical productivity meets chair's expectations, with benchmarks to be predetermined at the time of appointment • Clinical outcome measurements are above average compared to a local or regional peer group, with clinical outcomes measures to be predetermined at the time of appointment
Service	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Financially uncompensated community service • Membership on hospital and/or departmental committees
Recommendation Letters	<ul style="list-style-type: none"> • Two recommendation letters from peers within the school • One recommendation letter from extramural peers

Criteria for Promotion	<i>Associate Professor to Full Professor Non-Tenure</i>
Teaching	<p style="text-align: center;">TWO OF THREE ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Instructs trainees in classroom, laboratory, patient care or other environments • Presents teaching rounds or patient conferences (average of one per year) • Participates in faculty development to improve his or her own teaching skills
Research/Scholarly Activity	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Attendance at one national professional society meeting per year • Oversee (mentor) medical student and/or resident and/or fellow in research projects that may include chart review projects or case presentations • Poster presented by mentee at local (Research Day) or regional meeting
Patient Care	<p style="text-align: center;">ALL ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Demonstrates excellent clinical leadership. Examples include: <ul style="list-style-type: none"> ○ Established consultant or attracts patients on a regional, national or international level ○ Develops and/or directs a clinical program ○ Devises a clinical quality improvement protocol ○ Devises a new method or procedure which receives national recognition ○ Develops and directs health-related public service programs • Patient satisfaction rated as “outstanding” or “top docile” (depending on scale of measurement) with patient satisfaction benchmarks predetermined at the time of appointment • Peer ratings reflect an outstanding clinician (exemplary level evaluations) • Outstanding professionalism evaluations (to include nursing and clinical staff) • Clinical outcome measurements are outstanding compared to local or regional peer group, with outcome measures predetermined at the time of appointment • Clinical productivity exceeds chair’s expectations, with productivity benchmark determined at the time of appointment
Service	<p style="text-align: center;">THREE OF SIX ACTIVITIES REQUIRED</p> <ul style="list-style-type: none"> • Member of Medical School or University committee (e.g. Faculty Senate) • Membership on committees or boards of state, regional or national medical organization • Participation in multi-center clinical trials or participate in demonstration projects/model programs such as obesity initiative or abuse prevention program or prehospital training such as training of EMT • Organizing local or regional scholarly/research symposium • Uncompensated membership on hospital or health department committees • Community service comprised of service on a board or steering committee of an organization
Recommendation Letters	<ul style="list-style-type: none"> • Two recommendation letters from extramural peers • One recommendation letter from peers within the school