

Department of Medicine Promotion Guidelines

DEPARTMENT OF MEDICINE PROMOTION GUIDELINES

02-01-05

Assistant Professor (from Fellow or Instructor)	Academic Investigator	Academic Clinician	Clinician Educator
Demonstrates commitment to career in academic medicine	●	●	●
Is developing excellence as educator (awards, evaluations)	●	●	●
Is developing reputation as excellent clinician		●	●
Carries a clinical load		⊖	▽
Is performing high quality research in mentored setting	●	●	⊖
Has joined appropriate scientific/professional organizations	●	●	●
Is developing skills, support systems to submit grant proposals	●	●	
Has 3-year plan in place	●	●	●
Has published (or in press) first author peer-reviewed manuscripts	≥ 1	≥ 1	≥ 1

Associate Professor (from Assistant Professor)	Academic Investigator	Academic Clinician	Clinician Educator
Has fulfilled with distinction duties of Assistant Professor	●	●	●
Has established independent laboratory or clinical research effort	●	●	
Has obtained research support from extramural source	●	●	
Has presented talks/posters at local/regional/national meetings	●	●	⊖
Is involved in local and professional organizations	●	●	●
Is involved with committees at intramural level	●	●	●
Is mentoring students and trainees	●	●	●
Has contributed to course development	●	●	●
Has established research collaborations	●	●	⊖
Has attained excellence as educator (awards, evaluations)	●	●	●
Has attained reputation as excellent clinician		●	●
Continues to carry a clinical load		⊖	▽
Has published peer-reviewed manuscripts (first or last author)	≥ 10	≥ 10	≥ 3
Has published peer-reviewed manuscripts (total)	≥ 20	≥ 20	≥ 5

Professor (from Associate Professor)	Academic Investigator	Academic Clinician	Clinician Educator
Has fulfilled with distinction duties of Associate Professor	●	●	●
Continues independent laboratory or clinical research effort	●	●	
Continues research support from extramural source	●	●	
Has mentored successfully (eg trainees in academic medicine)	●	●	●
Has achieved national recognition in specific field	●	●	
Has served on national committees, study sections, editorial boards; reviews manuscripts	●	●	⊖
Is a leader on committees at intramural level	●	●	●
Maintains excellence as educator (awards, evaluations)	●	●	●
Maintains reputation as excellent clinician		●	●
Continues to carry a clinical load		⊖	▽
Has published peer-reviewed manuscripts (first or last author)	≥ 25	≥ 25	≥ 6
Has published peer-reviewed manuscripts (total)	≥ 50	≥ 50	≥ 15

- Required
- ⊖ Moderate
- ▽ Heavy
- △ Light