

Promotion to Professor: All Pathways

Michael Schmitz, M.D.
William Morrow, M.D.

The Tenure Pathways

Clinical Educator
Clinical Scientist
Basic Scientist

Time Allotments

	Basic Scientist		Clinical Educator		Clinical Scientist	
(in Percents)	Range	Avg	Range	Avg	Range	Avg
Teaching	10—35	30	10—65	30	10—50	30
Research	50—85	60	5—15	10	15—85	30
Service	5—35	10	30—80	60	5—75	40

Professorship

- Reserved for those members of the faculty who have demonstrated outstanding ability
- Not based on length of service alone
- Candidates should meet all criteria outlined for Associate Professor
- Should also have:
 - Considerable time and experience in rank
 - Additional publications
 - Other evidence of scholarly activity and professional recognition

Teaching Abilities

- Should serve as a standard of excellence for colleagues
- Expected to be accomplished teachers
- Should be willing to share learned skills

Research Performance

- Quality of research and resulting publications is the most important criterion
- Demonstrated independent and outstanding ability in research
- Basic and Clinical Scientists
 - Submit copies of 10 meritorious publications
- Clinicians
 - Submit copies of publications in peer reviewed journals
- Publication does not ensure promotion
- Most important: continuing, productive, independent, and mature scholarship

Research (cont'd)

- **Continuing and current research support is important**
 - **Basic Scientist** – should have obtained at least two extramural research grants or had a single grant renewed
 - **Clinical Scientist** – similar record of extramural grant support OR support generated from clinical service activities for his/her independent scholarly work
 - **Clinician** – record of collaboration in investigations supported by extramural grants or clinical service activity

Service

- Leadership role in service load for departmental and university programs
- Clinical pathways:
 - Demonstrated leadership and excellence in the care of patients
 - Time commitment will average 50+%
 - Assessment of clinical productivity based on an evaluation by Department Chair
 - Evidence attesting to clinical skills by academic and community physicians
 - Supporting letters from Department Chair and faculty within the division and the College of Medicine

Service (cont'd)

- **Basic Scientist:**

- Increased complexity of committee work or administrative role

- **Clinicians:**

- Should assume appropriate administrative activities in the affiliated hospitals and the College of Medicine

- **All tenure pathways:**

- Evidence of participation and documentation of substantive valuable contributions
- Chairmanships of committees or other evidence of active involvement in administration is important and should be documented

Professional Recognition

○ Letters:

- **THREE** letters of reference **MUST** be obtained
- **Basic and Clinical Scientist**
 - Should come from outside the institution
 - Should come from recognized authorities in the candidate's special field of interest
 - Should **NOT** come from someone involved in candidate's prior training or employment

Professional Recognition

- Also judged on the basis of scholarly articles, reviews and books written by candidate
- Other manifestations of outstanding performance
 - Serving in a major administrative role in the College of Medicine
 - Service on a the study sections of federal granting agencies
 - Offices or committee membership in national scientific organizations
 - Service on editorial boards of scientific journals
 - Special recognition awards for distinguished achievement

The Non-Tenure Pathways

Research Scientist
Clinical Attending

Time Allotments

	Research Scientist		Clinical Attending	
(in Percents)	Range	Avg	Range	Avg
Teaching	0—10	5	0—10	5
Research	90—100	95	0—10	5
Service	0	0	80—100	90

Research Professor

- Honor conferred on those:
 - Who have demonstrated outstanding performance as a Research Associate Professor over a long period
 - Whose activities are considered vital to a particular research emphasis of the College of medicine
 - Research Performance:
 - Same as those of the Basic Scientist pathway

Clinical Professor

- Honor conferred on those who have demonstrated consistent and high level of practice activities over the span of many years
- Customarily reserved for those senior individuals whose practice activities have been considered vital to the development of academic and educational programs over many years
- Example: individuals who have developed national or international referral patterns to their practice

Additional Advice for All Pathways

- Be clear and concise. The primary and secondary reviewer will not be in your field of study. You need to make it clear for them.
- If you know someone who has been on the P&T Committee, ask him/her to critique your binder.
- If your department has a P&T Committee the P&T Guidelines require the results of their vote be included in your packet.
- Always solicit for more recommendation letters than you need. This ensures that you have enough great letters back in time to be included in your packet.

Deadline

- Packets are due in to the Office of Faculty Affairs by 4:30pm on Monday October 5, 2009.

Questions?

