

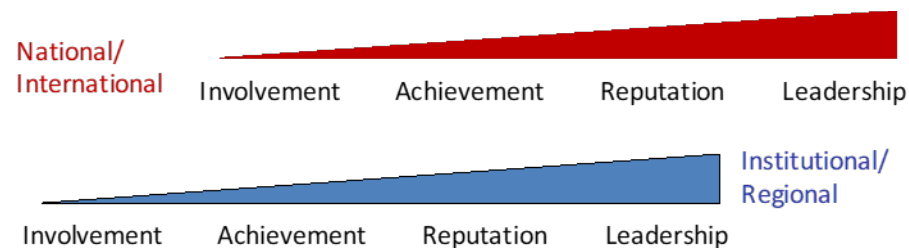


QUICK GUIDE TO SOM PROMOTIONS BASED ON THE 2017 GUIDELINES

Professor, Non-tenured

Candidates for the rank of Professor without tenure must hold a doctoral degree and have significant accomplishments in all three mission areas. Faculty candidates for Professor will have achieved a national/international reputation in their field or hold significant institutional/regional leadership roles in teaching or professional service. The balance among accomplishments may vary considerably from one candidate to another. At the time of appointment or promotion, the candidate, together with the Department Chair, must identify the area of distinction (scholarship, teaching, or professional service) that best matches his/her accomplishments.

Levels of accomplishment and their relative weight are summarized in the figure below. (Note: Because scholarship by nature is public, scholarship benchmarks are not divided into national/international or institutional/regional):



PROFESSIONAL SERVICE—PROFESSOR, non-tenured

Candidates whose focus is professional service must meet the criteria set forth in **Table A**. To determine if these criteria have been achieved, they should then compare their accomplishments with the appropriate benchmarks in the promotions guidelines (**excerpted below, with institutional/regional and national/international benchmarks integrated as tables B-F**). Candidates will be evaluated on quantity, quality, and impact of their accomplishments. It is not necessary to achieve every benchmark in a given category, but a sustained pattern of accomplishments, including multiple items at the applicable or greater benchmark, is expected.

Table A. Criteria for promotion to Professor, non-tenured, Professional Service.

Area of Distinction	Mission Area		
	Scholarship	Teaching	Service
Professional Service	≥ Substantial involvement*	≥ Institutional/regional achievement	≥ National/international reputation OR Institutional/regional leadership

*Substantial involvement: Blend of items in involvement and achievement categories.

Table B. PROFESSIONAL SERVICE: Faculty must achieve a pattern of activities in one or both of these two service categories for Professional Service:

SERVICE	BENCHMARKS
Institutional/regional leadership	• Serving as Department Chair, Executive Associate Dean, Dean, Executive Vice President for Health Affairs, President, or the equivalent
	• Serving as president of a major regional chapter of a national organization
National/international reputation	• Leading a major committee of a professional society or serving as a member of multiple national committees
	• Leading advisory boards to governments or foundations
	• Holding membership on editorial boards for leading journals
	• Serving as a standing member of a study section or an NIH council
	• Serving ad hoc on multiple international grant review panels
	• Implementing national/international clinical or research programs
	• Being recognized as a thought leader in the field
	• Serving as a member of a program committee for a major conference
	• Serving as section leader of major collaborative network
	• <i>Other notable and/or similar activities</i>

Table C. Scholarship: In addition to the Service benchmarks above, faculty must also show a pattern of scholarly activity consistent with the criteria shown below:

SCHOLARSHIP	BENCHMARKS
Involvement	• Occasional publications in rank primarily as middle author (required)
	• Occasional co-investigator roles on grants or contracts
	• Investigator role(s) on local or institutional pilot or seed grants or team science projects
	• Scholarly presentations at regional venues
	• Authorship on abstracts presented at professional meetings
	• Authorship on educational materials
	• Authorship of case reports
	• Contributions to textbooks
	• Creator or editor of local or regional newsletters, blogs or other media disseminating clinical, educational, or scholarly information

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	• <i>Other notable and/or similar activities</i>
SCHOLARSHIP	BENCHMARKS
Achievement	• Continuous publication record in mid-quartile journals, some as first/last author • Multiple sub-investigator or co-investigator roles on grants or contracts, including team science projects • PI role on extramural grant(s), including site-PI or project PI • Authorship of peer-reviewed review articles in mid-quartile journals • Presenting or senior authorship on oral abstract presentations at national meetings • Multiple scholarly recognition awards (e.g., travel awards, abstract awards, etc.) from professional societies • Substantial evidence of long-term innovative/transformational intellectual contributions to success of the team • Authorship of issued patents • <i>Other notable and/or similar activities</i>

Table D. Teaching: In addition to the Service and Scholarship benchmarks above, faculty must achieve a pattern of activities in one or both of these two teaching categories:

TEACHING	BENCHMARKS
Institutional/regional achievement	• Regularly participating in teaching at least one course or lecturing in multiple settings • Leading regular small group teaching sessions • Receiving a Division or Department teaching award • Advising (mentoring) some PhD students and postdoctoral fellows and other trainees • Serving as primary mentor for master of science in clinical research, master of public health or similar programs • Mentoring visiting scholars or clinicians • Serving on Division or Department education/curriculum committees or task forces • Serving in a supportive leadership role of large, accredited training or graduate programs (e.g., Assistant Program Director, Site Director, etc.) • Delivering invited educational lectures in regional CME courses or grand rounds • <i>Other notable and/or similar activities</i>
National/international involvement	• Contributing to a major textbook • Coauthoring education-related publications • Contributing to educational materials that are used on a national level, such as videos, manuals, blogs, and other teaching aids • <i>Other notable and/or similar activities</i>

*Thanks to Danielle Jones, Professor of Medicine, for inspiring this version of the Quick Guide.