

Department of Pediatrics Criteria for Promotion to Assistant Professor (all) and Associate Professor and Professor on the Career Track

The Department Appointment, Promotions, and Tenure (APT) Committee has reviewed the new School of Medicine (SoM) tracks and criteria for promotion and propose the following guidance for promotion on the Career Track.

All faculty at all ranks and all tracks are expected to demonstrate:

- Professionalism
- Collaboration
- Mentoring/teaching
- Service
- Impact

If any of these lacking, promotion to the next rank cannot proceed.

Appointment as Assistant Professor

All Assistant Professors are considered to be “undifferentiated”, that is, they are not on Career or Tenure track. They are expected to select Career or Tenure track at the time they are promoted to Associate Professor. Nevertheless, it is recommended that faculty identify their preferred track in the first year or two of appointment in order to develop the most appropriate portfolio documenting their work. It is also essential to designate mentors and a committee to help with overall guidance so that Assistant Professors are prepared for subsequent steps.

Appointment as an Assistant Professor requires all the basic expectations listed above and demonstration of one of the following:

- 2 years clinical experience;
- 3 peer-reviewed publications;
- unique skill (for example, expertise in a specific procedure or related Master’s degree), or
- other additional work or training.

Appointment as an Associate Professor/Career Track

The career track is for faculty who wish to be evaluated for promotion on the basis of excellence in clinical care, effectiveness as educators, and/or contributions to research. The Pediatric APT expects faculty members advancing to Associate Professor to demonstrate a cumulative, sustained body of work with at least institutional or regional recognition and impact.

Each faculty member must identify a **primary focus area among these three areas: clinical, education, or research**. Additional areas that can be used as a **secondary focus** area can include any primary focus area not cited as primary (clinical, education, or research) OR leadership/service or clinical practice advancement (leadership and innovative approaches that advance patient care for example in the realm of quality improvement, patient safety, IT innovation). Depending on the focus area selected, faculty must document excellence and impact either in their CV, their Intellectual Development Statement (IDS), and/or an educator portfolio.

In addition to demonstration of excellence and impact, faculty must demonstrate scholarship. Sufficient scholarship is critical for promotion to Associate Professor on the Career Track.

- Faculty on the Career Track who choose **research** as their primary focus are expected to demonstrate a body of sustained work with impact and to have authored at least 15 peer-reviewed, original manuscripts. It is not a requirement to be first or senior author on the manuscripts; middle authorship is valued by the institution's commitment to team science. Faculty with research as their focus may also demonstrate success by involvement in grants (co-investigators, site PIs, or PIs); however, funding does not substitute for manuscripts.

For faculty on the Career Track who choose **education** or **clinical** as their primary focus, congruent with the new SoM Career Track, scholarly work can be defined more broadly and may include (**This is not an all-inclusive list):

- Peer reviewed manuscripts (original scientific or review articles)
- Book chapters
- Case reports
- Grants or contracts
- Policy documents
- National guidelines
- Advocacy for legislation
- Establishment of community partnerships
- National QI collaboratives
- QI projects with demonstrable impact locally or regionally
- Educational curricula or tools with demonstrable impact
- Social media or other platforms (if impact can be demonstrated)
- Clinical practice guidelines created and implemented locally or regionally
- Development and implementation of clinical informatics tools that improve the utilization of the EMR with measureable impact
- The SoM has developed additional documents to provide guidance in specific areas such as advocacy, digital scholarship, and team science: [Alternative Scholarship Guidelines](#)

Faculty who choose **clinical** or **education** as their primary focus are expected to demonstrate at least 10 examples of scholarly work, comprised of a variety of work appropriate for their focus and line of work.

The applicant must describe in the intellectual development statement (IDS) how the body of work is scholarly, sustained, and impactful.

Appointment as Professor/Career Track

According to the SoM, the rank of Professor is reserved for individuals who are recognized both within and beyond the institution as outstanding clinicians, educators, and/or investigators with a scholarship portfolio that enables and advances the academic missions. In addition, the Professor must demonstrate effective engagement with the School in several ways, including:

- Leadership and innovation through Department level programs that could serve as exemplars for other institutions to emulate
- Mentorship of learners and colleagues

- Collaboration across departments, disciplines, or institutions
- Executive level leadership within a service line, local or regional organization, committee or task forces of the University

While clinical service is highly valued in the Department of Pediatrics, time in rank alone will not be sufficient for promotion to full professor. In the Department of Pediatrics, it is expected that Professors of Pediatrics, Career Track, will demonstrate a national or international reputation. In general, the Pediatric APT expects full professors to demonstrate sustained scholarly work in which the total body of work demonstrates impact on the national or international level.

- For faculty who identify **research** as their primary focus area within the Career Track, it is expected that they have at least 40 peer-reviewed publications, but they do not have to be first or last author for a specific number of publications as middle authorship is valued as evidence of participation in team science. While it is expected that most career track professors with a primary focus area of research will have 40 original manuscripts, this is not an absolute requirement. For example, someone with fewer manuscripts but where the faculty member is senior author in high profile journals might be able to demonstrate impact and national reputation of a sufficient degree with fewer papers.
- For faculty in the Career Track who choose **clinical** or **education** as their primary focus, we would expect at least 15 examples of scholarly work. Congruent with the new SoM Career Track guidelines, scholarly work can be defined more broadly (see above list for Associate Professor), however, traditional, peer reviewed manuscripts are an expectation at the Professor level.

The applicant must describe in the intellectual development statement (IDS) how the body of work is scholarly, sustained, and impactful.

Overall, the pediatric APT has an emphasis on individuals being well-rounded with contributions across the missions including research and education, as well as clinical care for those with clinical responsibility. National (+) reputation, impact, and scholarly work are critical, and if non-traditional scholarly work is to be cited, then the applicant must clearly demonstrate the impact of the scholarly work within the promotion dossier.