Five Focus Areas for Promotion

1. Scholarship- Peer-reviewed scholarship is required, particularly at the regional and national levels, in accordance with rank of promotion. Evidence is sought that the work is scholarly, creative, and of high quality and significance.
2. Service- This is reflected in both of the following ways:
   a. Service to the division, department, graduate program, Medical School, and/or University.
   b. Service to the candidate’s discipline.
3. Teaching/Mentoring- This can be demonstrated in the following ways:
   a. Teaching and other activities related to education, with positive evaluations from learners (students, trainees, peers) and course/program directors.
   b. Mentoring of peers and trainees, with evaluations demonstrating the effectiveness of mentoring and the inclusion of mentee outcomes.
   c. Mentoring is required for promotion to Professor.
4. Reputation- This is reflected in external recognition of the candidate’s contributions to an area of scholarship. Attainment of a scholarly reputation as an expert and leader should be readily acknowledged in letters provided by external experts in the candidate’s field. A regional reputation is required for promotion to Associate Professor, and a national reputation is required for promotion to Professor. Achievement of a national reputation for Associate Professors or an international reputation for Professors will be looked on favorably, but is not required for promotion. A more detailed description of the “regional” and “national or international” recognition requirements can be obtained by reviewing the document titled, “academic_track.final_.web_version”.
5. Professionalism- High standards of professionalism are demonstrated by department head letters, departmental reports, annual reviews, and both internal and external review letters. This is reflected in the following ways:
   a. Maintenance of high standards of ethical behavior and a commitment to fulfilling professional responsibilities.
   b. Demonstration of professional behavior towards all faculty, learners, staff, other academic health professionals, and patients where applicable.
   c. Contribution to the governance and administration of the department, Medical School, and/or University.