

****CME ACTIVITY CODE****
28roux



USC University of
Southern California

INTRODUCTION TO PROMOTIONS

Kevin Lemley, MD, PhD

Grace Kung, MD

On the right track for promotion?

- Learn more by signing up for a one on one meeting with the Assistant Dean for Faculty Development.
- Meetings take place every Tuesday at CHLA in the Office of Academic Affairs Conference Room.

Sign-up's available after this workshop!



Frank R. Sinatra

Professor of Pediatrics

Pediatric Gastrointestinal and Liver Disorders

Assistant Dean for Faculty Development

Keck School of Medicine, USC

**Contact Tanya Mosesian
to make an appointment.
tmosesian@chla.usc.edu**

Keck Clinical Series

Clinical Scholar

Outstanding strength in clinical and translational research.

Expected to be funded and publish in top journals. Excellence in teaching, clinical practice, service

Awarded by President High Honor

Assoc/Professor of Pediatrics (Clinical Scholar)

Clinical

Research, Teaching Service
Excellence in one, strength in others

Asst/Assoc/Professor of Clinical Pediatrics

Educational Scholar

Educational Research, Teaching, Service

Excellence in educational research, strength in others

Assoc/Professor of Clinical Pediatrics (Educational Scholar)

Additional Keck Clinical Series

Clinician- Educator

- >85% Education/Clinical Practice
- <= 5-10% Research

Clinical Asst/Assoc/Professor of Pediatrics
(Clinician-Educator)

Practitioner

- >85% Clinical Practice
- <= 5-10% Education/research

Clinical Asst/Assoc/Professor of Pediatrics
(Practitioner)

CRITERIA FOR PROMOTION

Promotion Criteria for Tenure and Clinical Tracks

- Three Areas
 - Research/Scholarship
 - Teaching
 - Service/clinical activities

Promotion Criteria for Clinical tracks

- **Traditional Clinical Track**
 - Excellence in one
 - Strength in remaining two
- **Clinician Educator and Practitioner**
 - Excellence in one (Teaching or Clinical Service)
 - Strength in the remaining criterion
- **Clinical Scholar and Educational Scholar**
 - Specialized criteria

Research/Scholarship

- Publications
 - Peer-reviewed publications
 - Authorship, mentorship of trainees
 - Case reports/Letters
 - Invited Reviews
 - Book Chapters
- On-line scholarship (classes, courses can count)
- Research Grants
 - Federal peer-reviewed > non-federal > non-peer-reviewed
 - Clinical Trials
 - Foundation support (PR better than non-PR)
 - Pharmaceutical Companies
- Citations, H-index, cohort analysis
- Abstracts and presentations

Teaching

- Courses taught and developed (local and national)
- Lectures to undergraduate and graduate students, medical residents, fellows
- Postgraduate training courses given
- One-on-one mentoring in the laboratory
- Evaluations of instructional effectiveness
- List of graduate student trainees, their thesis projects, year of graduation, and current positions
- List of postdoctoral fellows, their research projects, years of training, and current positions

Traditional Clinical Track

- What constitutes “Excellence” vs “Strength”?
- Excellence in Scholarship:
 - Substantial number of peer-reviewed papers in clinical specialty journals, with first or senior authorship, chapters and invited reviews
 - Grant funding to some level (federal, state, pharmaceutical, foundation)
 - Invited to give local and national (international) talks in area of expertise
 - Awards

Traditional Clinical Track

- “Strength” in Scholarship:
 - Fewer papers, but evidence of having an impact in the area of expertise, or of moving the field forward.
 - Papers should be recent, since starting at USC
 - Peer reviewed publications, chapters, invited reviews, etc
 - Smaller amounts of funding supporting research effort, possibly a clinical trial or two
 - At the minimum, invitations to speak on area of expertise locally and hopefully nationally

Clinician-Educator

(Educational/Clinical Service counts toward “85%” in profile of activities)

- Educational Service
 - Service on committees dealing with specialty training in which they are normally engaged
 - Administrative activities in teaching programs (e.g., Fellowship directors)
 - Coordination and management of training at local, regional, or national levels.
- Clinical Service
 - Management and administrative aspects of practice
 - Division head or chief roles
 - Development and leadership of clinical programs

Clinical Evaluations

- Evaluations requested from colleagues and supervisors:
360°
- Evaluations can be filled out on-line, includes Likert scale and narrative; narrative letters also acceptable.
- Evaluations address:
 - General Clinical Proficiency
 - Communication
 - Professionalism
 - Health Care System
 - Other

Clinical Scholar

- Appointment and promotion with this designation is a **high honor**: review process is as rigorous as that used for tenure decisions and promotions.
- Granting the designator “Clinical Scholar” does not have to be at the same time as promotion or appointment
- The title “Clinical Scholar” will be granted by the President of the University following review by UCAPT and the Provost.
- Focus of research for candidates for the Clinical Scholar designation will be in the application of clinical science to clinical care.

Clinical Scholar (Cont.)

- Evidence that the candidate is **recognized at the national level** (or international level, as appropriate based on the rank) by experts in his/her field for leadership in important translational or clinical research.
- Evidence that there is a **theme or focus to his/her research expertise** that has had substantive national impact (e.g. a long track record of developing treatments for a particular disease or developing new and novel procedures for specific surgical problems).
- Evidence of excellence in scholarship: his/her scholarly peer-reviewed **publications are of appropriate quality and quantity** for the proposed rank, and have they had an impact in the field

Appointment at Professor Rank in New Series

- Clinician Educator
 - Requires significant and sustained (years) educational and clinical leadership and/or administration
 - Documented Excellence as Educator/Clinician
- Practitioner
 - Requires either substantial educational, clinical or administrative leadership experience in their background, even though they will no longer perform those activities, and **evidence** as shown below for promotion :
 - Clear evidence of **substantial and sustained (years) leadership in hospital or clinical practice.**
 - Documented **Excellence** in Clinical Practice

*Appointment at Professor rank with either designation requires consultation with the Office for Faculty Affairs.

Questions?

- Contact Faculty Affairs deans: 323-442-1619
 - **FRANK SINATRA, ASSISTANT DEAN FOR FACULTY DEVELOPMENT**
 - **JUDY GARNER, VICE DEAN FOR FACULTY AFFAIRS**
 - **GUIDELINES:**
 - **Keck:** <http://keck.usc.edu/faculty-affairs/wp-content/uploads/sites/195/2016/06/Keck-School-Guidelines-for-Appointment-and-Promotion-Final-Version-2.pdf>
 - **UCAPT:** https://policy.usc.edu/files/2014/02/appointments_promotion_tenure.pdf