

Summary of Changes to Track and Rank Criteria for Faculty in the Clinical Departments of the BioMed Division – Effective 7/1/2008

The Committee for Medical Faculty Affairs (CMFA) Task Force was convened a year ago to address a number of issues regarding senior promotion criteria. The Task Force, composed of senior faculty nominated by the Department Chairs attended a number of meetings and ultimately approved the following recommendations which received approval from the Clinical Chairs, the MFEC and by the BioMed Faculty Council in the Fall of 2007. These changes will go into effect 7/1/2008.

1. Research Scholar:

The requirement of acquiring *independent funding* for promotion to the rank of associate professor in the Research Scholar track was considered important to retain although the task force was clear the candidate was not required to be the Principal Investigator of an R01 grant in order to meet this criterion.

2. Teaching Scholar:

A *national reputation* should be required for promotion to Associate Professor in the teaching scholar track. Dean Adashi further recommends adding the phrase “peer reviewed” to the text regarding scholarly publications.

3. Clinician Educator/Clinical Voluntary:

a. The criterion of *peer-reviewed publications* should be included as part of the definition of scholarly activity but not absolutely required for promotion to the rank of associate professor in the clinician educator track.

b. The criterion of *leading a division* for promotion to the rank of professor in the clinician educator track should not be required.

c. For promotion to the rank of Clinical Associate Professor, five letters should continue to be required and all should be written by referees outside the home department. However, the letters do not need to be written by faculty external to Brown.

(Promotion to Associate Professor (Clinical) would still require that one letter selected by the department and one letter whose name is provided by the candidate be written by faculty external to Brown.)

d. The following wording for the criteria for Professor in the Clinical Voluntary track to address the issue of whether publications should be required by promotion to Professor in this track and to more clearly delineate the differences between Associate Professor and Professor in this track:

Clinical Professor of (): Senior physician or health scientist who has demonstrated professional competence in a position of great responsibility, and who is nationally recognized. Promotion to this rank requires documentation that the candidate is involved in scholarly activities. Appointment at this rank is for indefinitely renewable

5-year terms.

Important Contributions To Teaching and Professional Service As Evidenced By Most Of The Following:

Documented teaching excellence e.g., participation in medical courses, clinical rotations and residency programs, in conferences, invited lectures, seminars, grand rounds presentations & at the bedside.

Preparation and presentation of material in a well organized, current and stimulating fashion as viewed by senior faculty and by medical and graduate students and/or house-staff.

Excellence in counseling medical students and house-staff.

Recognition as a clinical role model and mentor for medical students and house-staff.

A position of leadership within the hospitals and local medical community is expected.

A position of leadership in local, regional or national professional societies is expected.

A record of scholarly publications is expected.

Relevant services to schools, industry, government agencies, general medical community, public at large and a leading role in medical service organizations such as American Cancer Society, Arthritis Foundation, American Red Cross, RIMWA, RIMS etc. will be given consideration.

4. (Research)

The criteria for both the Associate Professor and Professor in this track be similar to the criteria regarding research in the Research Scholar track. Therefore, the new suggested wording for this track is essentially identical to the wording related to research in the Research Scholar track with one exception. The Task Force agreed that the term “collaborative” be retained in the criteria for Associate Professor in the (Research) track.