

Summary of Cumulative Contributions Recommended for Promotion in the Department of Radiology and Radiological Sciences

Date: Revised 7/24/14, to be implemented 09/2014

Participants:

Reed Omary, MD, MS

Dominique Delbeke, MD, PhD

John Gore, PhD

Bruce Damon, PhD

Todd Peterson, PhD

John Huff, MD

Ed Donnelly, MD, PhD

Radiology Promotions Committee (tenured faculty: see Medical School website):

Dominique Delbeke, MD, PhD (Chair)

Steven Meranze, MD (Immediate past-Chair)

Malcolm Avison, PhD

Arthur Fleischer, MD

Marta Hernanz-Schulman, MD

Ron Price, PhD

John Huff, MD (representative of the Clinical Practice Track)

Dan Brown, MD (representative of the Clinician Educator Track)

Process for Promotion

1. Approval by the Mentorship Committee
2. Approval by the Radiology Promotions Committee
3. Approval by the VUMC Faculty and Promotions Committee

A brief letter of support should come from (1) and (2)

Change of Track

Change of Track must be requested by the Chair and the request must be accompanied by adequate justification. The Office of Faculty Affairs reviews and approves (or not) the requests.

Summary of Cumulative Contributions Recommended for Promotion in the Department of Radiology and Radiological Sciences

TRACK	Scholar Contributions	Teaching Contributions	Clinical/Service Contributions
<p>Basic Sciences/Physician Scientist Investigator (Tenure)</p> <p>Need recommendation from the Radiology Promotion Committee and the Mentoring Committee</p> <p>Associate Professor (Tenure): Within 9 years of initial appointment</p>	<p><u>Funding</u> by peer-reviewed agencies as PI: At least 1, preferentially 2 RO1 or equivalent, AND evidence of sustained funding.</p> <p><u>Publications</u> in peer-reviewed journals: ~20 with at least 10 as first or senior author.</p> <p>h-Index: target of 10.</p> <p><u>Evidence of external recognition by peers:</u></p> <p>At least 5 invited lectures at major meetings; and/or participation to national grant review panels; and/or named position in major professional organizations.</p>	<p><u>Supervision of trainees:</u></p> <p>Primary mentorship of 3 pre- or postdoctoral trainees.</p> <p><u>Education of trainees:</u></p> <p>Participation to undergraduate; and/or graduate; and /or medical school educational courses or seminar series.</p>	<p><u>Internal activities:</u></p> <p>Membership of departmental or university committees.</p> <p><u>External activities:</u></p> <p>Participation to journal article reviews; and/or to major professional organizations scholar and educational programs; and/or to major professional organizations committees.</p>

<p>Basic Sciences/Physician Scientist Investigator (Tenure)</p> <p>Need recommendation from the Radiology Promotion Committee and the Mentoring Committee</p> <p>Professor (Tenure)</p>	<p><u>Funding</u> by peer-reviewed agencies as PI: At least 2 RO1 or equivalent, AND evidence of sustained funding.; OR 15 grant years or equivalent.</p> <p><u>Publications</u> in peer-reviewed journals: ~50 with at least 20 as first or senior author.</p> <p>h-Index: target of 20</p> <p><u>Evidence of external recognition by peers:</u></p> <p>At least 10 invited lectures at major meetings; and/or sustained participation to national grant review panels; and/or leadership position in national professional organizations.</p>	<p><u>Supervision of trainees:</u></p> <p>Primary mentorship of 6 pre- or postdoctoral trainees.</p> <p><u>Education of trainees:</u></p> <p>Sustained participation to undergraduate, and/or graduate and /or medical school educational courses or seminar series.</p>	<p><u>Internal activities:</u></p> <p>Sustained membership of departmental or university committees.</p> <p><u>External activities:</u></p> <p>Sustained participation to journal article reviews; and/or to major professional organizations scholar and educational programs; and/or to major professional organizations committees</p>

TRACK	Scholar Contributions	Teaching Contributions	Clinical/Service Contributions
<p>Basic Science/Clinician Educator</p> <p>Need recommendation from the Radiology Promotion Committee</p> <p>Associate Professor: No time limit for non-tenure</p>	<p><u>Funding:</u> Evidence of internal or external funding.</p> <p><u>Publications</u> in peer-reviewed journals: ~20.</p> <p>h-Index: target of 5.</p> <p><u>Evidence of external recognition by peers:</u></p> <p>At least 5 invited lectures at major meetings; and/or named position in major professional organizations.</p>	<p><u>Supervision of trainees:</u></p> <p>Primary mentorship of scholar projects of 3 clinical trainees; and/or curriculum development.</p> <p><u>Education of trainees:</u></p> <p>Leadership role in medical school and/or departmental educational conferences.</p> <p>Leadership role in interdepartmental and/or multidisciplinary programs.</p>	<p><u>Internal activities:</u></p> <p>Membership of departmental or university committees.</p> <p><u>External activities:</u></p> <p>Participation to journal article reviews; and/or to major professional organizations scholar and educational programs; and/or to major professional organizations committees.</p>
<p>Basic Science/Clinician Educator</p> <p>Need recommendation from the Radiology Promotion Committee</p> <p>Professor</p>	<p><u>Funding:</u> External funding as PI.</p> <p><u>Publications</u> in peer-reviewed journals: ~50.</p> <p>h-Index: target of 10.</p> <p><u>Evidence of external recognition by peers:</u></p> <p>At least 10 invited lectures at major meetings; and/or leadership position in major professional organization.</p>	<p><u>Supervision of trainees:</u></p> <p>Primary mentorship of scholar projects of 6 clinical trainees; and/or curriculum development.</p> <p><u>Education of trainees:</u></p> <p>Sustained leadership role in institutional (outside the department) educational conferences.</p> <p>Sustained leadership role in interdepartmental and/or multidisciplinary programs.</p>	<p><u>Internal activities:</u></p> <p>Sustained membership of departmental or university committees.</p> <p><u>External activities:</u></p> <p>Sustained participation to journal article reviews; and/or to major professional organizations scholar and educational programs; and/or to major professional organizations committees.</p>

TRACK	Professional Contributions	Clinical/Service Contributions
<p>Clinical Practice</p> <p>Need recommendation from the Radiology Promotion Committee</p> <p>Associate Professor:</p> <p>No time limit for non-tenure</p> <p>Reputation outside the Medical Center</p>	<p><u>Outstanding contribution to 1 or more of the following domains:</u></p> <p>Administration and Leadership (e.g. significant service on departmental or institutional committees; directorship of clinical programs)</p> <p>Patient outcomes and quality Improvement (e.g. development of guidelines, critical pathways or programs; introduction of new technology or methods; achievement in quality and PI projects or programs; consultation with extramural agencies)</p> <p>Education of patients and service to community (e.g. community service in health related arenas; health related advocacy)</p> <p>Service to the field (e.g. service or leadership roles in local, regional or national professional organizations; delivery of CME or community education; peer review for academic journals)</p> <p>Academic contributions (e.g. excellence in teaching; scholarly publications; development and/or delivery of clinical education programs; participation in clinical trials)</p>	<p><u>Sustained Excellence in Clinical Performance including but not limited to:</u></p> <p>Peer evaluation of clinical performance (required) – knowledge base, judgment, skills, communication, compassion, dedication and professionalism</p> <p>Delivery of high quality clinical care</p> <p>Performance on measures of patient and/or colleague satisfaction</p> <p>Outstanding clinical productivity</p> <p>Contributions to clinical services (e.g. informatics support, documentation, compliance/billing, leadership)</p> <p>Awards for clinical practice</p> <p>Reputation for excellence</p> <p>Other contributions demonstrating excellence</p>
<p>Clinical Practice</p> <p>Professor:</p> <p>Reputation on a regional or national level</p>	<p><u>Outstanding contributions in 2 or more domains or extraordinary contributions in 1 domain</u></p>	