

Department of Radiology Clinical Faculty HP Promotion Guidelines

The faculty member to be considered for promotion must meet the qualifications contained in the following guidelines for the areas of 1) Patient Care Services, 2) Clinical and Pre-Clinical Teaching, 3) Scholarly Productivity and Research, and 4) Institutional Services.

For promotion to associate professor in the department, the assistant professor HP is expected to meet, in at least **two** areas, all of the basic criteria and **one** or more of the distinguishing criteria.

In order to be promoted to full professor in the department, the associate professor HP must meet a **majority** of the distinguishing criteria in three areas. In all **four** of the areas listed below it is expected that the faculty member will display excellence as an academic role model for medical, nursing and graduate students, for junior colleagues, for patients and for clients. As a minimum expectation of excellence as an academic role model, a faculty member seeking promotion must meet the first **four** basic criteria in the area of Scholarly Productivity and Research (3.1.1 – 3.1.4).

An important mission of Michigan State University is community outreach and engagement. Thus, there is an expectation of some form of “community engaged scholarship” as defined as “*a form of scholarship that cuts across teaching research [and creative activities], and service. It involves generating, transmitting and applying knowledge for the direct benefit of external audiences in ways that are consistent with university and unit missions.*”(Provost’s Committee on University Outreach, 1993) exists within the department. This involvement should be appropriately identified and documented as part of the promotion documentation. (see additional information at: <http://gradcert.outreach.msu.edu/documents/KeyConceptsinCESatMSU.pdf>)

1. PATIENT CARE SERVICE

Patient Care Service and Consultation includes those services to patients that occur in the Clinical Center, affiliated hospitals and clinics in Lansing and the surrounding communities and Mid-Michigan MRI.

1.1 The Basic Criteria are:

- 1.1.1 Participates as a member of the Medical Services Plan in the Radiology department
- 1.1.2 Achieves or exceeds practice expectations as defined by the unit
- 1.1.3 Maintains clinical skills/knowledge base through participation in local and national clinical symposia, seminars and courses
- 1.1.4 Participates in local professional societies
- 1.1.5 Contributes as a faculty member in the operation, development and improvement of the department patient care service
- 1.1.6 Participates in quality assurance programs and/or other peer review activities related to patient care
- 1.1.7 Demonstrates satisfaction by patients/clients

1.2 The Distinguishing Criteria are

- 1.2.1 Demonstrates a scientific and scholarly approach to a major field of clinical medicine and Radiology and diagnostic imaging as appropriate to the chosen specialty of the faculty member
- 1.2.2 Demonstrates cost-effective practices in the delivery of high quality patient care
- 1.2.3 Demonstrates excellence as a clinician in the provision of high quality patient care
- 1.2.4 Coordinates and/or actively participates in activities directed at maintaining or enhancing clinical and interpretive skills
- 1.2.5 Participates and/or collaborates in clinical studies/research sponsored externally
- 1.2.6 Provides leadership on committees of the department, the college, or other committees that deal with patient care and imaging issues

2. CLINICAL AND PRE-CLINICAL TEACHING

Teaching includes all direct instruction for pre-clinical, clinical, residency and post-graduate programs, as well as faculty development teaching. It includes instructional development that leads to products (articles, text books, instructional videotapes, software, etc.) or processes that improve the provision of instructional services. It also includes advising.

2.1 The Basic Criteria are:

- 2.1.1 Complies with the Michigan State University Code of Teaching Responsibilities
- 2.1.2 Discharges assigned teaching responsibilities competently, including preparation and presentation of material in a well-organized, current and stimulating fashion
- 2.1.3 Accepts teaching assignments routinely and teaches in college programs of instruction on a regular basis
- 2.1.4 Participates in postgraduate educational activities
- 2.1.5 Engages in two or more of the following:
 - a. Presents a series of lectures
 - b. Coordinates a course
 - c. Primary instructor for a course
 - d. Teaches in a laboratory or small group session
 - e. Advises students/post-doctoral fellows/residents
 - f. Teaches as attending physician (inpatient or outpatient settings)
 - g. Organizes seminars, journal clubs, or continuing education programs
 - h. Is invited to lecture outside one's own course (e.g. seminars/lectures on campus in the community, and at other institutions)

2.2 The Distinguishing Criteria are:

- 2.2.1 Is assessed to be an effective teacher by learner evaluation
- 2.2.2 Is assessed to be an effective teacher by colleagues and other faculty
- 2.2.3 Provides evidence that teaching activities are based on current literature and the meaningful incorporation of that literature

- 2.2.4 Assumes and effectively discharges responsibilities related to assumption of leadership in instruction or instructional design
- 2.2.5 Provides evidence that he/she is requested as a teacher in college-level programs
- 2.2.6 Demonstrates ability to stimulate trainees towards scholarship in medicine and medical practice
- 2.2.7 Demonstrates ability to evaluate and counsel students, (medical, nursing, graduate, undergraduate), and residents.
- 2.2.8 Mentors and trains students/fellows who go on to become highly-regarded in their own fields
- 2.2.9 Develops and delivers innovative and highly-regarded teaching materials such as software, web-based instruction and assessment, electronic presentations, videotapes, course packs, course ware, or workshops
- 2.2.10 Receives awards and honors for mentoring and teaching excellence
- 2.2.11 Participates in credit and/or non-credit instructional activities such as CME, certificate programs, community programs or extension programming with high ratings
- 2.2.12 Participates as an instructor at national or international professional meetings
- 2.2.13 Invitations from other institutions to be visiting professor/lecturer or to share course materials
- 2.2.14 External recognition and publication of advances in teaching methodology, curriculum development, innovation and evaluation

3 SCHOLARLY PRODUCTIVITY AND RESEARCH

Candidates may demonstrate active and consistent scholarship by the publication of articles, research reports, case studies and other observations in refereed medical journals and by the publication of books, book chapters and review articles in non-refereed journals.

3.1 The Basic Criteria are:

- 3.1.1. Provides evidence of participation in research and scholarly activities related to the mission of department and college
- 3.1.2 Presents research, scholarly or development efforts to the medical education community, community of the candidate's discipline, and/or to his/her own professional community
- 3.1.3 Participates in professional groups and/or organizations appropriate to research field
- 3.1.4 Publishes in refereed journals
- 3.1.5 Evidence, through letters of support from outside the university, or recognition by senior colleagues for independent and original thinking.

3.2 The Distinguishing Criteria are:

- 3.2.1 Participates in the development of research proposals for external funding
- 3.2.2 Publishes texts, reference materials, monographs or instructional materials which receive favorable review

- 3.2.3 Provides leadership in professional organizations, appointed or elected to positions of leadership in professional organizations
- 3.2.4 Serves as principal investigator (or co-PI) on funded research projects
- 3.2.5 Has significant publication record in a defined area of work
- 3.2.6 Demonstrates lead authorship in his/her curriculum vitae

4. INSTITUTIONAL SERVICES

Committee and administrative service includes election to standing committees of department, or the college, or appointment to ad hoc committee of department, or college or appointment to a major administrative function within the department, college, the general university, national or international organizations.

4.1 The Basic Criteria are:

- 4.1.1 Participates as appointed or elected member of department, or college committees
- 4.1.2 Provides evidence of productive service in support of college committees, and/or administrative activities
- 4.2 The Distinguishing Criteria are:
 - 4.2.1 Leads or chairs department, or college projects, committees, courses or training programs
 - 4.2.2 Is appointed for major administrative position, in the department, college, or university
 - 4.2.3 Provides intellectual leadership in helping committees, task groups or other organizations
 - 4.2.4 Attains leadership positions in relevant state and/or national professional associations or organizations
 - 4.2.5 Involvement in external peer review organizations and processes (e.g., study sections, editorial review boards, journal manuscript reviewer)
 - 4.2.6 Represents Department, College or University to outside agencies, hospitals, or other institutions