

CRITERIA FOR PROMOTION of FACULTY IN THE VANDERBILT DEPARTMENT OF ANESTHESIOLOGY

To ASSOCIATE PROFESSOR

Departmental Criteria for Promotion to Associate Professor on the Clinical Practice Track

Faculty on the Clinical Practice (CP) track are excellent, highly qualified, respected physicians or other health care providers whose career emphasis is on patient care, professional service, and/or activities in support of patient care. Promotion on this track is a function of demonstrated excellence in both clinical performance **and** professional contributions. As faculty in the School of Medicine, **Clinical Practice Track** faculty are expected to conduct their work in an academic manner, including teaching, which for faculty on this track, typically occurs in the course of their clinical duties. Research and scholarship are not a focus of faculty on this track but are viewed positively. The faculty member must demonstrate **distinguished professional contributions** to the Department, School, or their field in at least one of the following five domains, and should be supported by evidence of a presence and reputation outside the Medical Center:

- Administration and leadership (e.g., significant service on department or institutional committees, clinical program or other administrative leadership)
- Patient outcomes and quality improvement (e.g., development of guidelines, programs, new clinical methods, successful conduct of quality improvement projects, external consultation)
- Education of patients and service to the community (e.g., service in community organizations, health related advocacy)
- Service to our discipline (e.g., service in professional organizations, paper or grant reviews)
- Academic contributions (e.g., excellent teaching, educational contributions, publications, participation in research studies).

The average time in rank upon promotion to Associate Professor of Clinical Anesthesiology is seven (7) years from the date of initial appointment as an Assistant Professor.

Departmental Criteria for Promotion to Associate Professor on the Educator Track

The Educator track (Clinical Educator—CE or Basic Science Educator) for the School of Medicine provides a path for faculty members whose professional service and teaching contributions are essential to the academic mission of the school and whose appointments are renewable for specified periods of time. Faculty on the Clinical Educator track additionally need to be accomplished clinicians and excellent professionals to be considered for promotion. The non-tenure track differs from the tenure track in that significant achievement in service and teaching form the major basis for appointment or promotion. Promotions can be attained when the candidate performs in an exemplary fashion in one area (service or teaching) and is deemed competent in the other. Tangible evidence of a regional and a developing national reputation is expected. The academic contributions of faculty appointed or promoted to Associate Professor in this track must be pursued in a scholarly manner documented by a record of publication in scholarly journals; usually the faculty member will have authored or co-authored 15- 20 articles, reviews, or book chapters, and have been invited to present at regional/national meetings or other academic centers. Publications are considered vehicles for demonstrating developing national reputation and therefore the overall quality and impact of the publications are more important than the count.

The average time in rank upon promotion to Associate Professor of Anesthesiology (non-tenure track) is seven (7) years from the date of initial appointment as an Assistant Professor.

CRITERIA FOR PROMOTION of FACULTY IN THE VANDERBILT DEPARTMENT OF ANESTHESIOLOGY

Departmental Criteria for Promotion to Associate Professor on the Research Track

Promotion in this track requires excellence in research, scholarship, or creative expression in one's discipline of sufficiently high quality to gain favorable recognition at the national level. It is based on the quality and extent of effort provided by the faculty to their mentor's program, the importance of the individual to the mentor's research, the duration of their faculty appointment, and their collegial qualities. Education and service are not required for promotion in this series; however, meritorious accomplishments in these areas will favorably impact the promotion decision. The Research Associate Professor will have demonstrated the ability to make creative intellectual and academic contributions as part of collaborative research teams. Such contributions will be evidenced by being a co-investigator on scientific grants, giving invited talks at national or international scientific meetings or institutions, authorship on impactful manuscripts published in high quality journals, and/or generating key patents. The academic contributions of faculty appointed or promoted to Research Associate Professor must be pursued in a scholarly manner documented by a record of publication in scholarly journals; usually the faculty member will have authored or co-authored 15- 20 articles or reviews. Publications are considered vehicles for demonstrating developing national reputation and therefore the overall quality and impact of the publications are more important than the count.

The average time in rank upon promotion to Research Associate Professor of Anesthesiology is seven (7) years from the date of initial appointment as a Research Assistant Professor.

Departmental Criteria for Promotion to Associate Professor on the Investigator (Tenure) Track

Promotion to the rank of Associate Professor on the investigator (*Basic Science Investigator/Physician Scientist Investigator*) track will in most instances be accompanied with the awarding of tenure. For the award of tenure, Vanderbilt requires (1) excellence in research, scholarship, or creative expression in one's discipline of sufficiently high quality to gain favorable recognition within one's discipline at the national level and (2) a high level of effectiveness in teaching. Vanderbilt expects the quality of achievement in research, scholarship, or creative expression and in teaching to be equivalent to that required for tenure at other major research universities. In addition, Vanderbilt expects satisfactory performance in the area of (3) service for the award of tenure. To be competitive for promotion, the faculty member must have a substantial body of published and cited scholarship, a sustained track record of extramural (typically federal) funding, clear evidence of independence from their scientific mentor, and well-established evidence of a national and/or international reputation for excellence in their chosen scholarly field. Clinicians on this track must be accomplished clinicians and excellent professionals to be considered for promotion.

There are instances in which faculty members have established a national reputation based on significant, original, and creative contributions to their discipline, but have not yet established a pattern of program development that gives assurance that continuing and sustainable resources will be available to support their future scholarly activities. Under such circumstances, faculty members may be recommended for promotion to Associate Professor, with the recommendation and decision on tenure deferred until the needed evidence for continuing and sustainable resources are available.

The average time in rank upon promotion to Associate Professor of Anesthesiology (with tenure) is eight (8) years from the date of initial appointment as an Assistant Professor. Faculty in this track are expected to attain tenure within nine (9) years.

CRITERIA FOR PROMOTION of FACULTY IN THE VANDERBILT DEPARTMENT OF ANESTHESIOLOGY

To PROFESSOR

Departmental Criteria for Promotion to Professor on the Clinical Practice Track

Faculty on the Clinical Practice (CP) track are excellent, highly qualified, respected physicians or other health care providers whose career emphasis is on patient care, professional service, and/or activities in support of patient care. As faculty in the School of Medicine, **Clinical Practice Track** faculty are expected to conduct their work in an academic manner, including teaching. Research and scholarship are not a focus of faculty on this track, but are viewed positively. A Professor of Clinical Anesthesiology is expected to have established evidence of a presence and reputation on a national and/or international level and to demonstrate distinguished professional contributions in at least two, or exemplary contributions in one, of the five domains:

- Administration and leadership (e.g., leadership on significant department or institutional committees, clinical programs or other impactful administrative activities)
- Patient outcomes and quality improvement (e.g., leadership in the development and successful implementation of guidelines, programs, new clinical methods, quality improvement projects, or external activities)
- Education of patients and service to the community (e.g., leadership in community service organizations or health related advocacy)
- Service to our discipline (e.g., leadership in professional organizations or impactful activities)
- Academic contributions (e.g., exemplary educational contributions, publications, and other academic endeavors)

The average time in rank upon promotion to Professor of Clinical Anesthesiology is seven (7) years.

Departmental Criteria for Promotion to Professor on the Educator Track

For faculty on the Educator track (Clinical Educator—CE or Basic Science Educator), significant achievement in scholarship, teaching, and service form the major basis for appointment or promotion. Promotion to full Professor can be attained when there is sufficiently strong evidence of exemplary performance in at least one area (service or teaching) and competent performance in the other. Faculty on the Clinical Educator track additionally need to be accomplished clinicians and excellent professionals to be considered for promotion. The academic contributions of faculty promoted to the senior levels on the non-tenure track must be pursued in a scholarly manner documented by a record of publication in scholarly journals. The standards applicable for promotion to full Professor are the same as those for appointment to associate professor except that the indicators shall be substantially more developed. Time in position is not sufficient justification for promotion to Professor. The candidate's sustained contributions to teaching or service must be such that they have achieved recognition at the national and/or international level. Typically, upon promotion to full Professor, the candidate has at least 30-40 publications, and a track record of invited presentations at national/international meetings and/or other major academic institutes. Note that overall quality and impact of the publications are more important than the quantity. Furthermore, evidence of successful mentorship of junior faculty and trainees is expected of those seeking promotion to full professor. This is best demonstrated when mentees have published impactful journal articles as first author with the faculty mentor as a senior author and/or are seen pursuing career development mentored research funding.

The average time in rank upon promotion to Professor of Anesthesiology (CE) is seven (7) years.

CRITERIA FOR PROMOTION of FACULTY IN THE VANDERBILT DEPARTMENT OF ANESTHESIOLOGY

Departmental Criteria for Promotion to Research Professor

The Research Professor should have a substantially more developed research program than the Research Associate Professor as demonstrated by continued publication of a significant body of research articles and reviews, service as a role model for students/residents and postdoctoral fellows, and development of new programs as a result of his/her bringing unique research capabilities to the Department or the School of Medicine. Excellence in research in an area of expertise will usually be evidenced by giving talks at national or international scientific meetings or institutions, and national service (e.g., on study sections or as a journal editor). The research professor will generally perform independent research and continue to be well funded, often on extramural grants in which their mentor is the PI. A research professor may be a PI on their own grants and/or contracts and this is given extra weight. Promotion in this series requires excellence in research, scholarship, or creative expression in one's discipline of sufficiently high quality to gain favorable recognition at the national and/or international level. Promotion is based on their contributions to their mentor's as well as other Departmental and institutional research programs. While education and service are not required, accomplishments in these areas will have a favorable impact on promotion decisions. Particularly valued will be academic mentorship of Departmental junior faculty and trainees. Typically, upon promotion to full Professor, the candidate has at least 35-40 publications. Publications are considered vehicles for demonstrating national/international reputation and therefore the overall quality and impact of the publications are more important than the count.

The average time in rank upon promotion to Research Professor of Anesthesiology is six (6) years.

Departmental Criteria for Promotion to Professor with Tenure

Promotion to the rank of Professor on the tenure track requires 1) excellence in research, scholarship, or creative expression in one's discipline of sufficiently high quality to maintain favorable recognition within one's discipline at the national and international level and 2) a high level of effectiveness in teaching. The quality of achievement in research, scholarship, or creative expression, and in teaching, must be equivalent to that required for promotion to Professor at other major peer research universities. In addition, the candidate must have at least satisfactory performance in the area of (3) service (e.g., on study sections or as a journal editor). The professor will continue to perform independent research and to be well funded on extramural grants as the PI. Promotion requires ongoing excellence in research, scholarship, or creative expression in one's discipline of sufficiently high quality to gain favorable recognition at the national and/or international level. Typically, upon promotion to full Professor, the candidate has at least 40 publications, and a track record of invited presentations at national/international meetings and/or other major academic institutes, often as Visiting Professors. Note that overall quality and impact of the publications are much more important than the quantity. Furthermore, evidence of successful mentorship of junior faculty and trainees is expected of those seeking promotion to full professor. This is best demonstrated when mentees have published impactful journal articles as first author with the faculty mentor as a senior author and are seen pursuing career development mentored research funding and/or developing their own independent research program.

The average time in rank upon promotion to Professor of Anesthesiology (with tenure) is six (6) years.

Ongoing Productivity for PROFESSOR

Departmental Criteria for Expected Ongoing Productivity of a Professor

Professors on the Clinical Practice (CP) track must continue to be excellent, highly qualified, respected physicians or other health care providers with a career emphasis on patient care, professional service, and/or activities in support of patient care. A Professor of Clinical Anesthesiology is expected to maintain evidence of a presence and reputation on a national and/or international level and continue to demonstrate distinguished professional contributions in at least two of the five domains:

- Administration and leadership (e.g., leadership on significant department or institutional committees, clinical programs or other impactful administrative activities)
- Patient outcomes and quality improvement (e.g., leadership in the development and successful implementation of guidelines, programs, new clinical methods, quality improvement projects, or external activities)
- Education of patients and service to the community (e.g., leadership in community service organizations or health related advocacy)
- Service to our discipline (e.g., leadership in professional organizations or impactful activities)
- Academic contributions (e.g., exemplary educational contributions, publications, and other academic endeavors)

Departmental Criteria for Expected Ongoing Productivity of a Professor (Educator Track)

Professors on the Educator track must continue to demonstrate significant achievement in service and teaching in a scholarly manner documented by a record of publication in scholarly journals. Clinicians on this track must maintain clinical competence and professionalism. The candidate's recognition at the national and/or international level should continue to grow. Typically, Professors will publish at least 2-3 journal articles and give 1-2 national presentations annually. Overall, the quality and impact of their academic products are more important than the quantity. Furthermore, ongoing evidence of successful mentorship of junior faculty and trainees is expected of those seeking promotion to full professor. This is best demonstrated when mentees have published impactful journal articles as first author with the faculty mentor as a senior author and/or are seen pursuing career development mentored research funding.

Departmental Criteria for Expected Ongoing Productivity of a Research Professor

The Research Professor should continue to publish research articles and reviews, serve as a role model for students/residents and postdoctoral fellows, and develop new programs. Excellence in research in an area of expertise will continue to be evidenced by giving talks at national or international scientific meetings or institutions, and serving on study sections or as a journal editor. The research professor will continue to be well funded, typically on extramural grants in which their mentor is the PI. The research professor may be a PI on their own grants and/or contracts. While education and service are not required, accomplishments in these areas are highly valued particularly academic mentorship of Departmental junior faculty and trainees. Typically, Research Professors will publish at least 3-4 journal articles and give 2-3 national presentations annually. Overall, the quality and impact of their academic products are more important than the quantity. Furthermore, increasingly evidence of successful mentorship of junior faculty and trainees is expected of research professors. This is best demonstrated when mentees have published impactful journal articles as first author with the faculty mentor as a senior author.

CRITERIA FOR PROMOTION of FACULTY IN THE VANDERBILT DEPARTMENT OF ANESTHESIOLOGY

Departmental Criteria for Expected Ongoing Productivity of a Professor with Tenure

A tenured Professor must maintain 1) excellence in research, scholarship, or creative expression in one's discipline of sufficiently high quality to maintain national and/or international recognition and 2) a high level of effectiveness in teaching. In addition, the candidate must continue to perform acceptably in the area of 3) service. The professor will continue to perform independent research and to be well funded on extramural grants, commonly as the PI. Typically, tenured Professors will publish at least 3-4 journal articles and give at least 2-3 national presentations annually. Overall, the quality and impact of their academic products are more important than the quantity. Furthermore, evidence of successful mentorship of junior faculty and trainees is expected of full professors. This is best demonstrated when mentees have published impactful journal articles as first author with the faculty mentor as a senior author and are seen pursuing career development mentored research funding and/or developing their own independent research program.