

Perelman School of Medicine COAP Guidelines

## **APPENDIX A: DEMONSTRATING IMPACT FOR PROMOTION**

*Effective July 1, 2021*

---

### **All Full Time Faculty Tracks: Academic Clinician, Clinician Educator, Research and Tenure**

Fundamental to promotion in all full-time faculty tracks is the totality of the impact of a candidate's body of work and the individual's upward trajectory over time. Impact refers to the direct effect of one's work on science, medicine, healthcare, and/or our community.

### **Clinician Educator, Research, and Tenure**

The **Clinician Educator, Research and Tenure tracks** emphasize scholarly achievements. Community engagement will be carefully considered and refers to institutional, local, national, and international community contributions (particularly to inclusion, diversity and equity) that are closely aligned with and complementary to a candidates' scholarly work.

The sections below highlight examples of how impact can be demonstrated and is not meant to be a checklist of necessary requirements to achieve promotion. The personal statement should reflect a description of demonstrated impact for the achievements listed.

### **Scholarly Activity**

Fundamental to promotion in the **Standing Faculty (Clinician Educator and Tenure tracks) and Research track** is evidence of continuous scholarly productivity and an evaluation of the totality of the impact of a candidate's body of work. Any area of research consistent with mission of the PSOM is acceptable as long as impact and an upward trajectory of an individual's achievements over time can be demonstrated.

Demonstration of impact requires evidence of successful translation of new knowledge into new approaches, techniques, devices, programs etc. and may include:

- Peer reviewed research papers
- Citations of work
- Contribution to work
- Authorship
- Grant funding
- Academic awards
- Participation in study sections, organizing committees, etc.
- Editorial leadership roles
- External lectures and invited talks
- Patents and commercialization aligned with primary research program
- Identifiable contributions to team science

## Education

Promotion in the **Standing Faculty and Academic Clinician tracks** requires evidence of high-quality engagement and excellence in education that may be demonstrated as follows:

- High quality engagement
- Teaching in courses, clinical skills programs, professional development programs, seminars, tutorials, grand rounds etc.
- Innovation in local classroom teaching methods or novel application of existing teaching methods
- Developing educational products such as curriculum, assessment tools or programs, policy statements, technologies such as simulation etc.
- Leading or substantive participation in committees related to education
- Involvement in local mentoring programs, particularly outreach programs related to inclusion and diversity
- Participation in CME, research and inter-professional meetings
- Invited lectures
- Excellence in teaching
- Internal and external evaluations
- Track record of successful mentorship
- Leadership roles in teaching or educational programs
- Awards for local teaching or mentoring

## Clinical

For those **faculty with clinical responsibilities**, impact may be demonstrated as follows:

- Contribution to the development of innovative approaches to diagnosis, treatment or prevention of disease, applications of technologies and/or models of care delivery that influence care locally such as a community-based program, clinical care model, practice guidelines, an innovative application of an existing technology etc.
- Service on committees in area of clinical expertise such as developing guidelines and policies for health equity, clinical management, evaluating clinical programs, etc.
- Leadership roles in professional organizations, courses or programs related to clinical expertise
- Invitations to share expertise through invited talks, book chapters, clinical reviews
- Awards for contributions and/or innovation in the area of clinical expertise
- Regional, national and international patient referrals
- Engagement/collaboration in clinical trials
- Clinical awards