

Faculty Development Seminar
Department of Anesthesiology and Perioperative Medicine
UPMC

Academic Pathway and Promotion

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Vice Chair for Professional Development

Director of Scholarly Development

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Department of Anesthesiology and Perioperative Medicine

University of Pittsburgh School of Medicine

Goals & Objectives

To address the following questions:

- What is the difference between academic and clinical faculty?
- Breakdown of academic titles; what kinds of categories are there?
- What is the difference between academic title and service title?
- Why does academic promotion matter?
- Which stream and which pathway do I fit into?
- What are the critical factors for each promotion?
- What is the caveat for years of service before the next promotion?
- What evidence should I demonstrate in my CV (education/publications/service)?
- What is the procedure for academic promotion?
- Who will determine if I am ready for the next promotion?

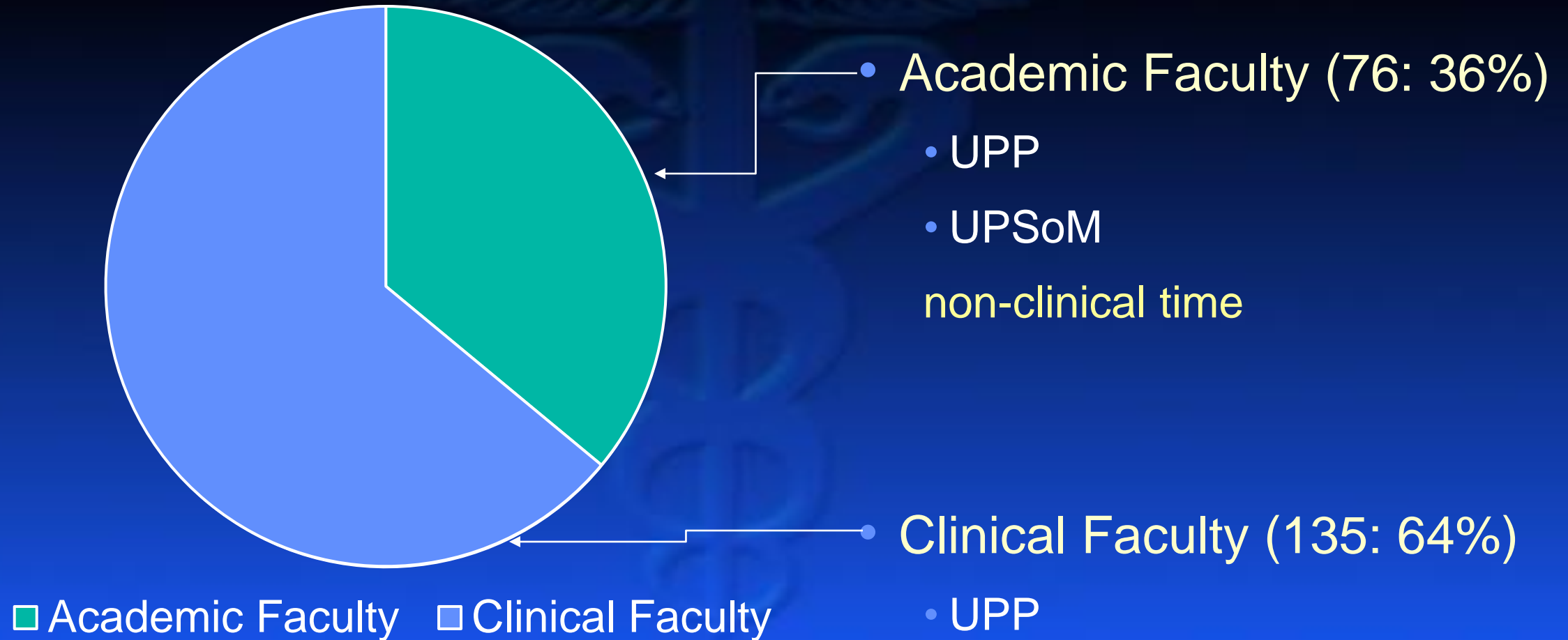
Academic Faculty



Clinical Faculty



UPMC Department of Anesthesiology and Perioperative Medicine Faculty (n = 211)



Academic Title (UPSoM)

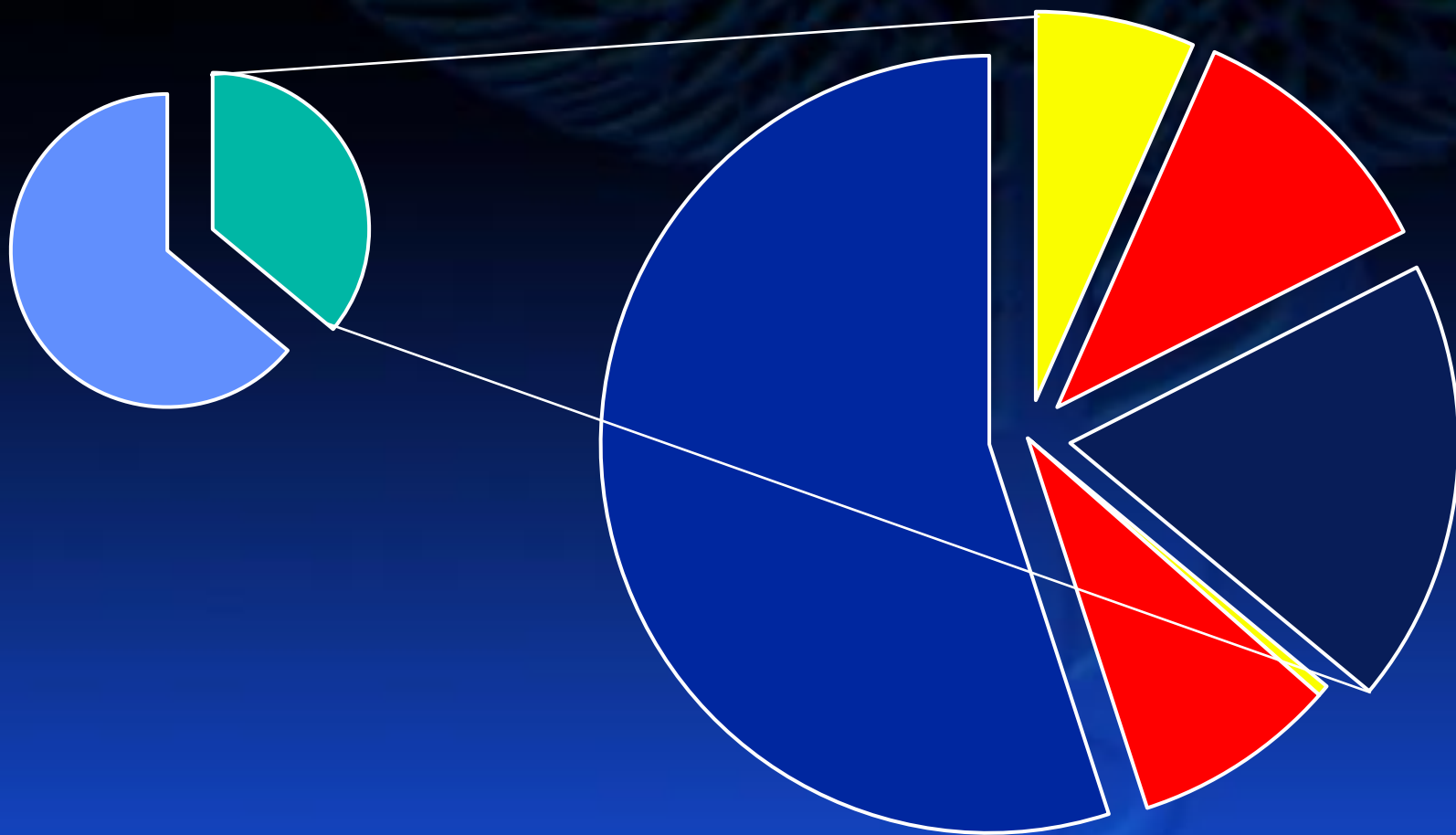
Academic Ranks

- Instructor
- Assistant Professor
- Associate Professor
- Professor
- Professor Emeritus

Category

- Tenured
- Tenure Stream
 - Investigator Educator Pathway
 - Clinician Investigator Pathway
 - Clinician Educator Pathway
- Appointment Stream (Non-tenure)
 - Investigator Educator Pathway
 - Clinician Investigator Pathway
 - Clinician Educator Pathway
 - Clinician Leader Pathway
- Research
- Clinical

Academic Faculty in UPMC Anesthesiology

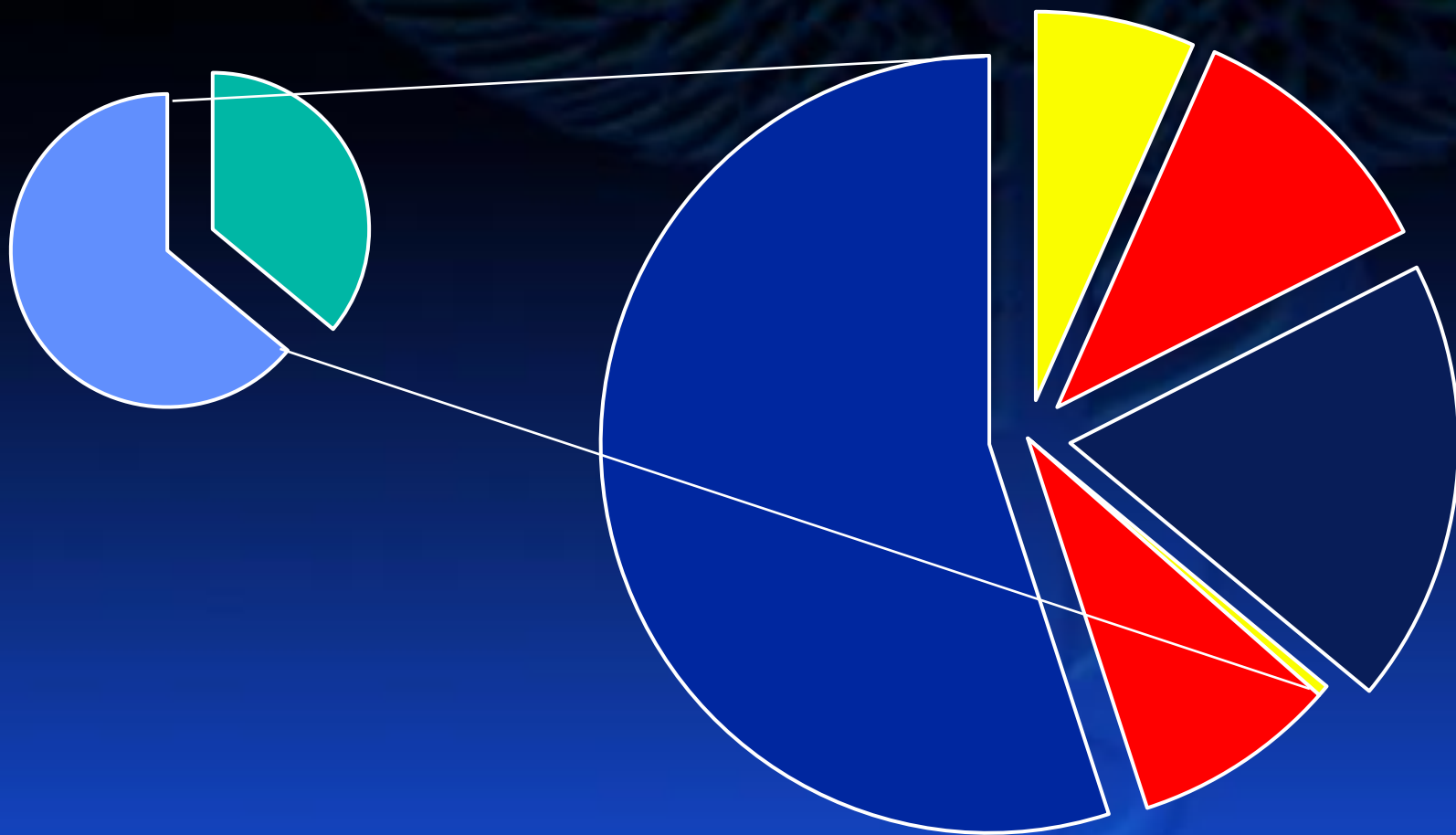


■ Professor

■ Associate Prof.

■ Assistant Prof.

Clinical Faculty in UPMC Anesthesiology



■ Clinical Prof.

■ Clinical Associate Prof.

□ Clinical Assistant Prof.

Service Title (≠ Academic Title)

University

- President
- Vice Presidents
- Provost

Medical School

- Dean
- Vice Dean
- Associate Vice Dean
- Assistant Vice Dean

Department

- Chair
- Executive Vice Chair for Operation
- Vice Chairs
 - for Education
 - for Basic Research
 - for Clinical Research
 - for Faculty Affairs
 - for Professional Development
- Division Chiefs
- Site Chiefs
- Program Directors

Service Title (≠ Academic Title)

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Academic Promotion



Why Does Academic Promotion Matter?

- Recognition of academic / clinical expertise
- Career achievement
- Drives your learning and professional growth
- Avenue to new opportunities and leadership

Academic Title (UPSoM)

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Which Stream Should I Choose?

- **Tenure Stream**
 - Physician-Scientists may choose this special stream
 - Determined after discussion with Chair
 - Promotion required within 10 years (otherwise, you will not be allowed to remain in the stream)
- **Appointment (Non-Tenure) Stream**
 - Most academic faculty members are in this stream

Which Pathway do I fit Into?

- Investigator-Educator Pathway
 - Non-clinician PhD investigators
- Clinician-Investigator Pathway
 - Clinicians whose expertise is investigation
- Clinician-Educator Pathway
 - Clinicians whose expertise is education
 - One must have an educational domain/area of expertise/leadership
- Clinician-Leader Pathway
 - Clinicians with administrative leadership with special impact

How can I get promoted?

Academic Ranks

- Instructor
- Assistant Professor
- **Associate Professor**
- Professor
- Professor Emeritus

Category

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Key Factor of Each Promotion

Instructor

- Newly-hired faculty

Assistant Professor

- ABA Board passed

Associate Professor

- Recognition as an expert in his/her academic domain locally and nationally

Professor

- Recognition as a leader in his/her academic domain nationally and internationally

Caveat: Years of Service Before Next Promotion

- Typically, faculty serves at least **five (5) years** as Assistant/Associate Professor to be considered for next promotion.
- The length of the current position *per se* does **NOT** guarantee eligibility for promotion.

Evidence for Promotion - Education

- Clinical teaching scores
- Lectures / PBLD / Workshops / Simulation
 - Medical Students, Residents, Fellows, Faculty, SRNA, CRNA
 - Intramural (Department, Other Department); Extramural (Local, Regional, State, National, or International)
- Mentorship
 - Medical Students, Residents, Fellows, Faculty, SRNA, CRNA
 - Scholarly activity mentorship, Longitudinal mentorship
- Visiting professorships
- Invited lectures
 - Extramural (Local, Regional, State, National, or International)
- Educational Leaderships
 - Intramural (Department level, Institutional level); Extramural (State, National, International)
- Teaching program
 - New rotation; New educational program

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 - New rotation; New educational program

Evidence for Promotion - Education

Associate Professor (Appointment Stream, Clinician-Educator Pathway)

Recognition as an expert in his/her academic domain locally and nationally

- **Innovation**
 - Unique educational program
 - Novel educational initiative
- **Ownership**
 - of the program/initiative

Evidence for Promotion - Contribution to Knowledge/Investigation

UNIVERSITY OF PITTSBURGH SCHOOL OF MEDICINE GUIDELINES FOR FACULTY APPOINTMENT AND PROMOTION

Faculty at the University of Pittsburgh School of Medicine must demonstrate continued **scholarship**, defined as “creative intellectual work that is validated by peers and communicated**.” All faculty are expected to demonstrate sustained scholarship and contribution to the mission of the organization by excellence in **teaching**, **contributions to knowledge/investigation**, and **service**.

Contributions to Knowledge/Investigation: All faculty must demonstrate the capacity for incremental growth as a scholar and member of their profession. Faculty should demonstrate progression in attaining scholarly eminence in their professional field as evidenced by peer reviewed original **publications or publication equivalent scholarly products**. Publication equivalent scholarly products generally fulfill the following criteria of being: 1) disseminated, 2) peer reviewed, 3) able to be applied by and built upon by others. Examples could include: AAMC MedEd Portal products, Clinical Practice Guidelines, Web-based Curricula, peer Reviewed published abstracts, etc.

CRITERIA

APPOINTMENT AS ASSOCIATE PROFESSOR WITHOUT TENURE PROMOTION TO ASSOCIATE PROFESSOR WITHOUT TENURE

ASSOCIATE PROFESSOR

Generally, the associate professor will have served a minimum of 5 years as an assistant professor. An associate professor should possess a doctoral or appropriate professional degree. Time in rank is not a criterion for promotion. Examples of objective

Investigator-Educator / Clinician-Investigator Pathway

- Record of peer reviewed original publications in journals, typically 15 however, the actual number may range widely based upon significance, quality, and type of article) with evidence of contribution.
- Funding to support investigation

Clinician-Educator / Clinician-Leader Pathway

- Record of scholarly contributions to knowledge, typically 10 peer reviewed original publications or publication equivalent scholarly products; however, the actual number may range widely based upon significance and quality

CRITERIA
APPOINTMENT AS PROFESSOR WITHOUT TENURE
PROMOTION TO PROFESSOR WITHOUT TENURE

PROFESSOR

Most individuals will have served 5 to 7 years as Associate Professor.

Investigator-Educator / Clinician-Investigator Pathway

- Record of peer reviewed original publications in journals, typically 30 however, the actual number may range widely based upon significance, quality, and type of article) with evidence of contribution.
- Funding to support investigation

Clinician-Educator / Clinician-Leader Pathway

- Record of scholarly contributions to knowledge, typically 20 peer reviewed, original publications or publication equivalent scholarly products; however, the actual number may range widely based upon significance and quality

Evidence for Promotion - Service

- Department Level
 - Department committee membership (ex., REC Committee)
- Institution Level
 - UPSoM / UPMC committee membership (ex., GME Committee)
- State Level
 - PSA committee membership
- National / International Level
 - ASA committee membership
 - Journal ad hoc reviewer

Academic Promotion Procedure

Department Level

- Recommendation
 - Chair recommends promotion at the **annual FPE meeting** (Chief recommends promotion for clinical faculty)
- Preparation
 - You will prepare **a promotional package** with the Vice-Chair for Professional Development
- Internal Voting
 - Your promotion is voted on by the Department Faculty Promotion and Appointment Committee ($\geq 75\%$ affirmative votes are required)
- Submission
 - Chair submits a recommendation letter to the Vice-Dean of the School of Medicine

Academic Promotion Procedure

UPSoM Level (12 – 18 months)

- **UPSoM Faculty Promotion and Appointment Committee Voting**
 - Your promotion materials are evaluated at the committee and voted on.
- **Executive Committee Review**
 - All Department Chairs are the committee members.
- **Dean's Office Review**
- **Provost's Office Confirmation**
 - You will receive a letter confirming your promotion from the Provost's office.
 - Only after the receipt of this letter can you officially use the new title



University of
Pittsburgh

Office of
the Provost

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412-624-4222
provost@pitt.edu

June 10, 2022

Professor [REDACTED]
Department of Anesthesiology and Perioperative Medicine
School of Medicine

Dear Professor [REDACTED]:

I am pleased to inform you that your promotion has been approved as Associate Professor of Anesthesiology and Perioperative Medicine in the School of Medicine, effective March 1, 2022. This promotion is outside the tenure stream.

Sincerely,

A handwritten signature in blue ink that reads "Ann E. Cudd".

Ann E. Cudd
Provost and Senior Vice Chancellor

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Please direct any question to:
sakait@upmc.edu

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