

University of Massachusetts Medical School Academic Personnel Policy: Tables of Expected Achievements

Table 1. Health Care Delivery: Examples that Provide Evidence of Achievement at Each Level

Entry Level

Expertise in a clinical specialty, demonstrated by:

- *Local* recognition for contributions to health care delivery
- Advanced degrees (e.g., MPH, MHA) and/or certification in clinical practice or related areas

A record of scholarship that may include:

- Peer-reviewed publications, usually as first and middle author, case reports, book chapters, and/or reviews
- Presentations at professional meetings

Established Level

Excellence in a clinical specialty with *local/regional impact*, demonstrated by:

- Major responsibility for and/or leadership of a clinical program and/or quality initiative
- A unique clinical program, diagnostic test, and/or intervention with documented outcomes
- Innovative approaches that improve safety, quality, and/or efficacy of healthcare delivery
- A defined role in patient-oriented or other area of research, including industry-supported clinical trials
- Funding for innovations in health care delivery, clinical, and/or translational research as a principal investigator, co-investigator, or contributor to team projects
- A defined role and/or leadership in team or multi-center projects in health care delivery
- Identification by peers as a role model in clinical practice and professionalism

A record of scholarship that may include:

- Peer-reviewed publications, usually as first and senior author, case reports, book chapters, and/or reviews, including publication of multidisciplinary studies as an author or a named member of an authorship group
- Safety and quality studies, standards of care, policies, models of care coordination, guidelines, and/or protocols for patient treatment or delivery of care

Local/regional recognition for clinical expertise and/or health care delivery, demonstrated by

- Clinical consulting and referrals
- Honors and awards for clinical expertise and/or health care delivery
- Invited presentations and presentations at professional meetings

Senior Level

A sustained record of excellence in a clinical specialty with *regional/national impact*, demonstrated by:

- Leadership of a clinical program and/or quality initiative
- A unique clinical program, diagnostic test, and/or intervention with documented outcomes
- Innovative approaches that improve safety, quality and/or efficacy of healthcare delivery
- Leading role, often as principal investigator, in patient-oriented or other area of research, including industry-supported clinical trials
- Funding for innovations in health care delivery, clinical, and/or translational research, primarily as a principal investigator
- Leadership and/or defined role in team or multi-center projects in health care delivery
- Identification by peers as a role model in clinical practice and professionalism

A sustained record of exceptional scholarship that may include:

- Peer-reviewed publications, usually as senior author, that have an impact on the field
- Books, book chapters, reviews, and/or textbooks that are recognized as authoritative and are highly cited
- Continuing record of publication, as a senior author or a named member of an authorship group, of multidisciplinary studies that have an impact on the field
- Safety and quality studies, standards of care, policies, models of care coordination, guidelines, and/or protocols for patient treatment or delivery of care

National/international recognition for clinical expertise and/or health care delivery, demonstrated by

- *National/international* honors and awards for clinical expertise and/or health care delivery
- Invited presentations and presentations at *national/international* professional meetings
- Leadership of *national/international* professional or disciplinary organizations

University of Massachusetts Medical School Academic Personnel Policy: Tables of Expected Achievements

Table 2. Education: Examples that Provide Evidence of Achievement at Each Level

Entry Level

Expertise in education, demonstrated by:

- *Local* recognition for contributions to education
- Educational effectiveness (evaluated as defined in Section 2.4.b)
- Mentoring of students and/or trainees
- Advanced degrees and/or certification in education

A record of scholarship that may include:

- Peer-reviewed publications, usually as first and middle author, case reports, book chapters, and/or reviews
- Presentations at professional meetings

Established Level

Excellence in education with *local/regional* impact, demonstrated by:

- Educational effectiveness (evaluated as defined in Section 2.4.b)
- Mentoring of students, trainees, and/or faculty
- Leadership and service activities in education
- Innovative courses, curricula, or other educational programs, materials, and resources
- Defined role and/or leadership in educational research
- Defined role and/or leadership in team or multi-center educational projects or programs
- Advanced degrees and/or certification in education

A record of scholarship that may include:

- Peer-reviewed publications, usually as first and senior author, book chapters, and/or reviews, including publication of multidisciplinary studies as an author or a named member of an authorship group
- Educational materials published in print or other media such as syllabi, curricula, web-based training modules or courses, technologies (e.g., simulation), educational methods, policy statements, and/or assessment tools

Local/regional recognition for education, demonstrated by

- Honors and awards for education
- Invited presentations and presentations at professional meetings

Senior Level

A sustained record of excellence in education with *regional/national* impact, demonstrated by:

- Educational effectiveness (evaluated as defined in Section 2.4.b)
- A sustained record of mentoring students, trainees, and/or faculty
- Leadership and service activities in education
- Innovative courses, curricula, or other educational programs, materials, and resources
- Leading role in educational research preferably supported by funding
- Leadership and/or defined role in team or multi-center educational projects or programs

A sustained record of exceptional scholarship that may include:

- Peer-reviewed publications, usually as senior author, that have an impact on the field
- Books, book chapters, reviews and/or textbooks that are recognized as authoritative and are highly cited
- Continuing record of publication as a senior author or a named member of an authorship group of multidisciplinary studies that have an impact on the field
- Textbooks or equivalent resources adopted by other institutions
- Educational materials published in print or other media such as syllabi, curricula, web-based training modules or courses, technologies (e.g., simulation), educational methods, policy statements, and/or assessment tools

National/international recognition for education, demonstrated by

- *National/international* honors and awards for education
- Invited presentations and presentations at *national/international* professional meetings
- Leadership of *national/international* professional or disciplinary organizations

University of Massachusetts Medical School Academic Personnel Policy: Tables of Expected Achievements

Table 3. Investigation: Examples that Provide Evidence of Achievement at Each Level

Entry Level

Expertise in an area of investigation (Section 2.2.c), demonstrated by *local* recognition for contributions to research
A record of scholarship that may include:

- Peer-reviewed publications, usually as first and middle author, book chapters and/or reviews
- Invited presentations and presentations at professional meetings

Established Level

Excellence in one or more areas of investigation (Section 2.2.c), demonstrated by:

- Funding for research primarily as a principal investigator on external and internal grants but may be a major contributor to funded team projects
- Innovative methods, technologies or therapies, and/or novel applications of existing methods and technologies
- Leadership of or major responsibility for research projects or a research core service
- Defined role and/or leadership in team or multi-center research projects or programs

A record of scholarship that may include:

- Peer-reviewed publications, usually as first and/or senior author, of original research and/or novel methods/technologies that advance the field, including publication of multidisciplinary studies as an author or a named member of an authorship group
- Book chapters and/or reviews
- Patents, new therapies and/or technologies

Regional/national recognition for investigation, demonstrated by:

- Honors and awards for investigation
- Invited presentations and presentations at professional meetings

Senior Level

A sustained record of excellence in research that has an impact in one or more areas of investigation (Section 2.2.c), demonstrated by:

- Consistent and sustained record of funding for research primarily as a principal investigator on external and internal grants but may be a major contributor to funded team projects
- Development of innovative methods, technologies or therapies, and novel applications of existing methods and technologies that have been adopted by others
- Sustained leadership of research projects or a research core service
- Leadership and/or defined role in team or multi-center research programs or projects

A sustained record of exceptional scholarship that may include:

- Peer-reviewed publications, usually as senior author, of original and innovative research that has an impact on the field, and/or of novel methods/technologies that advance the field
- Books, book chapters, reviews and/or textbooks that are recognized as authoritative and are highly cited
- Continuing record of publication, as an author or as a named member of an authorship group, of multidisciplinary research that has an impact on the field
- Patents, new therapies, and/or technologies

National/international recognition for investigation, demonstrated by

- *National and/or international* honors and awards for contributions to research
- Invited presentations and presentations at professional meetings, *nationally/internationally*
- Leadership of *national/international* professional or disciplinary organizations

University of Massachusetts Medical School Academic Personnel Policy: Tables of Expected Achievements

Table 4. Population Health and Public Policy: Examples that Provide Evidence of Achievement at Each Level

Entry Level

Expertise in population health and public policy, demonstrated by:

- *Local* recognition for contributions to population health and public policy
- Advanced degrees and/or certification in public health and health policy

A record of scholarship that may include:

- Peer-reviewed publications, usually as first and middle author, case reports, book chapters, and/or reviews
- Presentations at professional meetings

Established Level

Excellence in population health and public policy with *local/regional* impact, demonstrated by:

- Development, analysis, implementation, and/or evaluation of one or more of the following:
 - programs that enhance community or population health
 - health or health care policy,
 - technology and analysis tools for community and population health,
 - initiatives in specific systems, such as the legal and criminal justice system
- Leadership of, or major responsibility for, projects and programs in population health and public policy
- Defined role and/or leadership in team or multi-center projects in population health and public policy
- Development of a robust partnership with community members/organizations that contributes to shaping population and community health or health policy
- Development, analysis, implementation, and/or evaluation of global health programs

A record of scholarship that may include:

- Peer-reviewed publications, usually as first and senior author, book chapters, and/or reviews, including publication of multidisciplinary studies as an author or a named member of an authorship group
- Policy statements, white papers, legislative and/or legal advances with *regional* impact

Local/regional recognition for population health and public policy demonstrated by:

- Honors and awards for population health and public policy
- Invited presentations and presentations at professional meetings

Senior Level

A sustained record of excellence in population health and public policy with *national/international* impact, demonstrated by:

- Development, analysis, implementation, and/or evaluation of one or more of the following:
 - programs that enhance community or population health
 - health or health care policy,
 - technology and analysis tools for community and population health,
 - initiatives in specific systems, such as the legal and criminal justice system
- Leadership of, or major responsibility for, projects and programs in population health and public policy
- Leadership and/or defined role in team or multi-center projects in population health and public policy
- Development of a robust partnership with community members/organizations that contributes to shaping population and community health or health policy
- Analysis, implementation, and/or evaluation of expanded global health programs

A sustained record of exceptional scholarship that may include:

- Peer-reviewed publications, usually as first author, that have an impact on the field
- Books, book chapters, reviews and/or textbooks that are recognized as authoritative and are highly cited
- Continuing record of publication as an author or a named member of an authorship group of multidisciplinary research that has an impact on the field
- Policy statements, white papers, legislative, and/or legal advances with *national/international* impact

National/international recognition for contributions to population health and public policy

- *National/international* honors and awards for work in population health and public policy
- Invited presentations and presentations at professional meetings, *nationally and/or internationally*
- Leadership of *national/international* professional or disciplinary organizations

University of Massachusetts Medical School Academic Personnel Policy: Tables of Expected Achievements

Table 5. Academic Service: Examples that Provide Evidence of Achievement at Each Level

Entry Level

A record of academic service and related activities, demonstrated by:

- Participation in professional organizations
- Peer reviewer for journals or granting agencies
- Service on committees, task forces and other groups for the Department, Non-Department Unit, School, or UMMS
- Advisor and/or sponsor of student or resident organizations

Established Level

A substantial record of academic service and related activities at the *local/regional* level, demonstrated by:

- Leadership positions, committee membership, and other service activities in professional organizations
- Leadership and/or service in the organization of a professional meeting
- Service on committees evaluating programs and/or developing guidelines and policies in area of expertise
- Invitations to consult, review, or assess programs in other institutions and organizations
- Membership, including *ad hoc* membership, of a grant review panel or equivalent committee
- Peer reviewer and/or membership on editorial boards for journals
- Substantial contributions to faculty governance and/or task forces, committees, and/or other groups of the School, UMMS and/or University of Massachusetts
- Substantial administrative responsibilities for the Department, Non-Department Unit, School, and/or UMMS
- Spokesperson for the School, UMMS, University of Massachusetts, and/or professional organization on areas of expertise, featured *locally/regionally*

Senior Level

A sustained, substantial record of academic service and related activities at the *national/international* level, demonstrated by:

- Leadership positions, committee membership, and other service activities in professional organizations
- Leadership and/or service in the organization of a professional meeting
- Service on committees evaluating programs and/or developing guidelines and policies in area of expertise
- Invitations to consult, review, or assess programs in other institutions and organizations
- Regular membership and/or leadership of a grant review panel or equivalent committee
- Editor and/or membership on editorial boards for journals
- Leadership position(s) and substantial contributions to faculty governance and/or task forces, committees, and other groups of the School, UMMS, and/or University of Massachusetts
- Leadership position(s) and substantial administrative responsibilities for the Department, Non-Department Unit, School, and/or UMMS
- Spokesperson for the School, UMMS, University of Massachusetts, and/or professional organization on areas of expertise, featured *nationally/internationally*