

RBHS Criteria for Promotion to Associate Professor and from Associate Professor to Professor: November 1, 2022
Clinical Educator Track, Professional Practice Track, Clinically Focused University Practitioner, and Voluntary Clinical Faculty

The table below lists the categories that will be evaluated while in rank for *promotion* in the Clinical Educator Track (CE), Professional Practice Track (PP), and for Clinically Focused University Practitioners (CFUP) and Voluntary Clinical Faculty (VCF). Some criteria are required, some expected, some are desirable, helpful when present, or optional. Excellence in several of the criteria will be factored into promotion. These categories are not a check list; advancement is based on a holistic process evaluating the totality and level of achievements.

RBHS Criteria for promotion to Associate Professor for CE, PP, CFUPs and VCF Faculty*

Faculty Role	CE	PP**	CFUP**	VCF**
Employer	Rutgers	Rutgers	RWJBH	RWJBH or others
Professional practice	Required: excellence in professional practice	Required: excellence in professional practice	Required: excellence in professional practice***	Required: excellence in professional practice***
Teaching	Required: concurrent and/or non-concurrent with clinical activities	Required: concurrent with clinical activities. Optional: not concurrent with clinical activities	Required: concurrent with clinical activities	Required: concurrent with clinical activities
Leadership of clinical teaching or training programs	Typically are leaders of Rutgers clinical education or training programs	Optional: may lead clinical education or training programs	Optional: may lead clinical education or training programs for Rutgers trainees, typically at non university facilities	Optional: may lead clinical education or training programs for Rutgers trainees at non university facilities
Leadership of academic units	Optional	Optional, uncommon	No	No
Leadership of clinical programs	Optional, at Rutgers	Optional, at Rutgers	Optional, at site of primary employer and as part of primary employment	Optional, at site of primary employer and as part of primary employment

Mentoring	Active participation expected	Active participation expected	Active participation expected, typically at site of primary employer	Active participation expected, typically at site of primary employer
Publications	Required****	Encouraged and strongly considered	Encouraged and strongly considered	Helpful when present
Contributions to research	Expected, as leader, co-investigator, or in a supportive role, e.g., enrolling patients in clinical trials	Desirable, generally in a supportive role, e.g., enrolling patients in clinical trials	Desirable, generally in a supportive role, e.g., enrolling patients in clinical trials	Helpful when present, generally in a supportive role, e.g., enrolling patients in clinical trials
Quality Improvement at primary clinical site (NB: unpublished QI activities do not meet scholarship expectation)	Participation desirable, leadership useful	Participation desirable, leadership desirable but not required	Participation desirable, leadership desirable but not required	Participation desirable
Presentations	Expected: Clinical or discipline-specific lectures at university and at other regional or national locations, e.g., grand rounds Presentations at national meetings expected for promotion to Professor	Expected: Clinical or discipline-specific lectures at university and at other regional locations, e.g., grand rounds Presentations at regional or national meetings expected for promotion to Professor	Expected: Clinical or discipline-specific lectures at university and at other regional locations, e.g., grand rounds Presentations at regional or national meetings expected for promotion to Professor	Desirable: Clinical or discipline-specific lectures at university and at other regional locations, e.g., grand rounds Presentations at regional or local meetings expected for promotion to Professor, with national presentations desirable
Committee Service	Required: University committees	Required: University committees	Required: University committees	Desirable: University committees

	Desirable: regional and national committees. For promotion to Professor, regional and national committees expected, national leadership desirable	Desirable: regional and national committees For promotion to Professor, regional or national committees expected	Desirable: regional and national committees For promotion to Professor, regional or national committees expected	Desirable: regional and national committees For promotion to Professor, regional or national committees expected
Recognitions	Expected: teaching, clinical excellence, humanism; best abstracts, papers, presentations	Desirable: teaching, clinical excellence, humanism; best abstracts, papers, presentations	Desirable: teaching, clinical excellence, humanism; best abstracts, papers, presentations	Optional: teaching, clinical excellence, humanism; best abstracts, papers, presentations
Innovation	Desirable: in area of academic focus such as educational, mentoring, and clinical programs	Desirable: in area of academic focus such as educational, mentoring, and clinical programs	Optional	Optional
Diversity, Equity, Inclusion (DEI)*****	Required: Engagement towards inclusive excellence Desirable: Demonstrable track record of DEI related work/service with dissemination of best practices and/or work products	Required: Engagement towards inclusive excellence Desirable: Demonstrable track record of DEI related work/service with dissemination of best practices and/or work products	Required: Engagement towards inclusive excellence	Required: Engagement towards inclusive excellence
Community Service	Desirable: impactful service	Desirable: impactful service	Desirable: impactful service	Helpful when present
Professionalism	Required in all aspects of their work	Required in all aspects of their work	Required in all aspects of their work	Required in all aspects of their work

* Promotion to Professor in all tracks requires in-rank achievements and evidence for national reputation including supportive letters, national committees, invited lectures, and publications, as relevant for the rank and type of appointment.

** Scholarly activities, while not a requirement for appointment on the Professional Practice Track, CFUPs, or VCFs, are encouraged and will be strongly considered in promotion decisions. However, contributions beyond clinical care and teaching are required for promotion and could include academic or training leadership, contributions to research, quality improvement, presentations outside the university, service, recognitions, and/or community service. For Associate Professors, this is expected to be local and regional. For Professors, it would be expected to be national.

*** Receive input on the individual's clinical work from the individual's primary employer to assist in assessing educational effectiveness in the clinical setting.

**** Rigor and impact matter more than quantity. Publication expectations in the CE track can be partially offset by achievements in other categories.

***** Examples include self-development by attending implicit bias and anti-bias search trainings, mentoring across differences in a variety of domains such as culture and gender, addressing health disparities.