

RBHS Criteria for Promotion to Associate Professor and from Associate Professor to Professor: July 17, 2023
Teaching Track, 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 Teaching Track, 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 Teaching, CE, PP, CFUP and VCF Faculty*

<i>Faculty Role</i>	<i>Teaching</i>	<i>CE</i>	<i>PP**</i>	<i>CFUP**</i>	<i>VCF**</i>
<i>Employer</i>	<i>Rutgers</i>	<i>Rutgers</i>	<i>Rutgers</i>	<i>RWJBH</i>	<i>RWJBH or others</i>
Criteria					
Professional practice	Required: excellence in professional practice, where applicable	Required: excellence in professional practice, where applicable	Required: excellence in professional practice	Required: excellence in professional practice***	Required: excellence in professional practice***
Teaching ^{&}	Required: Evidence of outstanding teaching, design and delivery of courses. Creation of teaching materials and curricula. For clinicians, some teaching may	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

Faculty Role	Teaching	CE	PP**	CFUP**	VCF**
Employer	Rutgers	Rutgers	Rutgers	RWJBH	RWJBH or others
	be concurrent with clinical activities				
Leadership of teaching or training programs §	Typically are leaders of Rutgers courses, education and/or training programs	Typically are leaders of Rutgers clinical education or training programs	In some instances: may lead clinical education or training programs	In some instances: may lead clinical education or training programs for Rutgers trainees, typically at non-university facilities	In some instances: may lead clinical education or training programs for Rutgers trainees at non-university facilities
Leadership of RBHS academic units §	Optional	Optional	Optional, uncommon	Not applicable	Not applicable
Leadership of clinical programs §	Optional, at RBHS	Optional, at RBHS	Optional, at RBHS	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	Active participation expected, typically at site of primary employer	Active participation expected, typically at site of primary employer
Publications	Required**** May include education and/or discipline-	Required****	Encouraged and strongly considered	Encouraged and strongly considered	Helpful when present

Faculty Role	Teaching	CE	PP**	CFUP**	VCF**
Employer	Rutgers	Rutgers	Rutgers	RWJBH	RWJBH or others
	specific publications				
Contributions to research	Desirable, as leader, co-investigator, or in a supportive role. May be educational or discipline-specific clinical or basic 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, where applicable,	Participation desirable, leadership useful	Participation desirable, leadership desirable but not required	Participation desirable, leadership desirable but not required	Participation desirable
Presentations	Expected: Education, clinical or discipline-specific lectures at university and at other regional or national locations, e.g.,	Expected: Clinical or discipline-specific lectures at university and at other regional or national locations, e.g., grand rounds Presentations at national meetings	Expected: Clinical or discipline-specific lectures at university and at other regional locations, e.g., grand rounds Presentations at regional or national meetings expected	Expected: Clinical or discipline-specific lectures at university and at other regional locations, e.g., grand rounds Presentations at regional or	Desirable: Clinical or discipline-specific lectures at university and at other regional locations, e.g., grand rounds Presentations at regional or local meetings expected

Faculty Role	Teaching	CE	PP**	CFUP**	VCF**
Employer	Rutgers	Rutgers	Rutgers	RWJBH	RWJBH or others
	conferences, seminars, panels Presentations at national meetings expected for promotion to Professor	expected for promotion to Professor	for promotion to Professor	national meetings expected for promotion to Professor	for promotion to Professor, with national presentations desirable
Committee Service	Required: University committees Desirable: regional and national committees. For promotion to Professor, regional and national committees expected, national leadership desirable	Required: University committees Desirable: regional and national committees. For promotion to Professor, regional and national committees expected, national leadership desirable	Required: University committees Desirable: regional and national committees For promotion to Professor, regional or national committees expected	Required: University committees Desirable: regional and national committees For promotion to Professor, regional or national committees expected	Desirable: University committees Desirable: regional and national committees For promotion to Professor, regional or national committees expected
Recognitions	Desirable: may be teaching,	Desirable: teaching, clinical excellence,	Desirable: teaching, clinical excellence,	Desirable: teaching, clinical	Optional (helpful when present):

Faculty Role	Teaching	CE	PP**	CFUP**	VCF**
Employer	Rutgers	Rutgers	Rutgers	RWJBH	RWJBH or others
	clinical excellence, or humanism awards; best abstracts, papers, presentations	humanism; best abstracts, papers, presentations	humanism; best abstracts, papers, presentations	excellence, humanism; best abstracts, papers, presentations	teaching, clinical excellence, humanism; best abstracts, papers, presentations
Innovation	Desirable: in area of academic focus such as education, mentoring, entrepreneurial, and clinical programs	Desirable: in area of academic focus such as educational, mentoring, entrepreneurial, and clinical programs	Desirable: in area of academic focus such as educational, mentoring, entrepreneurial, 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	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 .

Faculty Role	Teaching	CE	PP**	CFUP**	VCF**
Employer	Rutgers	Rutgers	Rutgers	RWJBH	RWJBH or others
	practices and/or work products				
Community Service	Desirable: impactful 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	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 and Teaching 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.

Student/trainee instructional ratings scores are considered an essential component to assess teaching effectiveness. One or more additional pieces of evidence of effective teaching must be provided. Examples include, but are not limited to: student evaluations, peer review, mentoring, scholarship of learning, statement of teaching philosophy, and/or a teaching portfolio.

& Promotion to Professor: Includes one or more of the following- Leads course or curriculum coordination internally; Develops educational materials to be used externally; holds national recognition related to teaching innovations; invited lectureships; participates in external accreditation activities and/or student learning outcomes. Leads initiatives to improve pedagogy within the university. Acquires leadership in accreditation and/or student learning outcome activities within program and/or externally. Develops faculty to meet changing curricular needs.

§ Strongly prefer that leaders of academic units or teaching or clinical programs are from Clinical Educator, Clinical Scholar or Teaching tracks, but this is not required. There is no requirement that faculty in these tracks are leading a teaching or clinical program.