

Candidate's Name: Kerry L. Smith, MD

Date: April 5, 2019

Department: Medicine

2019-2020

RBHS FORM NO. 5

NARRATIVE SUMMARY OF DEAN'S RECOMMENDATION

Teaching*

Dr. Kerry Smith is a dedicated academic educator. She is working on a joint Rheumatology Fellowship program between XYZ and PDQ. Letter Writer #1 states, "Dr. Smith has been extremely involved in the teaching program at XYZ at multiple levels over a long period of time and her teaching excellence has been recognized by numerous nominations and awards". Her resident evaluations are consistently positive and reflect Dr. Smith's excellent teaching skills and dedication to patient care. Dr. Smith teaches 3rd and 4th year medical students, preceptor to 2nd year medical students, and lecturer to 1st and 2nd year medical students.

Letter Writer #2 states, "She has a natural gift and ability to simplify difficult concepts into a format that is easy to understand for the learners". Dr. Smith's housestaff evaluations are outstanding, with scores between 4.57 - 4.71 with 5 being the maximum. Letter Writer #3 states, "She also runs a local regional ultrasound course which my nurse practitioners attend and the course is regarded as a quality program which has had a significant impact in the field of clinical ultrasonography".

Scholarship*

Although, scholarship is not a requirement on the Professional Practice Track, Dr. Smith's scholarship activities are productive.

Service*

Dr. Smith has a strong commitment to service. She chairs the Department of Medicine Quality Assurance Committee, ERT/Code Blue Subcommittee and the Pulmonary Procedures Quality Improvement Committee. She is a member of the Anti-Infective Sub-committee, Clinical Competency Committee, and the Program Evaluation Committee. Letter Writer #5 states, "It is also obvious that when you go through her resume that Kerry has been involved in many different committees throughout the hospital. I believe that she is probably already an integral part of your health system and will continue to excel in all areas of academic medicine".

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Clinical Activity*

Dr. Smith has an active clinical practice. She is board certified in Internal Medicine, Rheumatology and Allergy and Immunology. Letter Writer #5 states, "Her arrival at XYZ helped to solidify a needed component of clinical care. Dr. Smith has become a much needed referral source for our pain management patients as both a diagnostician and treating physician". She is a tireless advocate for her patients. In addition to her role as full time attending, she is also the Clinical Director for the Allergy and Immunology Division and the Rheumatology Division.

Professionalism

Dr. Smith maintains the highest level of ethical and professional standards. She is respectful in her interactions with her peers, patients, students and staff. She is approachable, considerate, patient and her commitment to XYZ is unwavering. She is always willing to provide coverage for her colleagues when emergencies or scheduling conflicts arise. Letter Writer #2 states, "Throughout my interactions with Dr. Smith she has always been the ultimate professional, compassionate physician and an excellent clinician with a focus on medical education and clinical research". Letter Writer #4 states, "Dr. Smith is humble, courteous, kind and charismatic. She is an excellent teacher and clinician who is well respected by her patients, peers, house staff and students. She is always professional and possesses integrity". She conducts herself courteously and professionally with trainees, students and colleagues. She maintains high ethical standards in all research and clinical endeavors. Dr. Smith complies with University policies and procedures, completes administrative requirement timely and participates in professional and clinical development programs.

General Comments

Dr. Smith is a motivated educator and clinician. She makes a difference as noted by her letter writers, student evaluations and patient surveys. Letter Writer #4 states, "I believe that she will continue to be productive in clinical practice, teaching and scholarly output, and I recommend her very highly". Dr. Smith meets the requirements for someone on the Professional Practice Track. Although Dr. Smith's clinical productivity is a little below the median benchmark, she has been working to improve her output, and her clinical output is on an upward trajectory. The XYZ Appointments and Promotions Committee supports Dr. Smith's promotion to Associate Professor with some concerns, however I recommend the promotion of Dr. Kerry Smith to Associate Professor, non-tenure on the Professional Practice Track without the same reservations.

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(Check the appropriate terms)

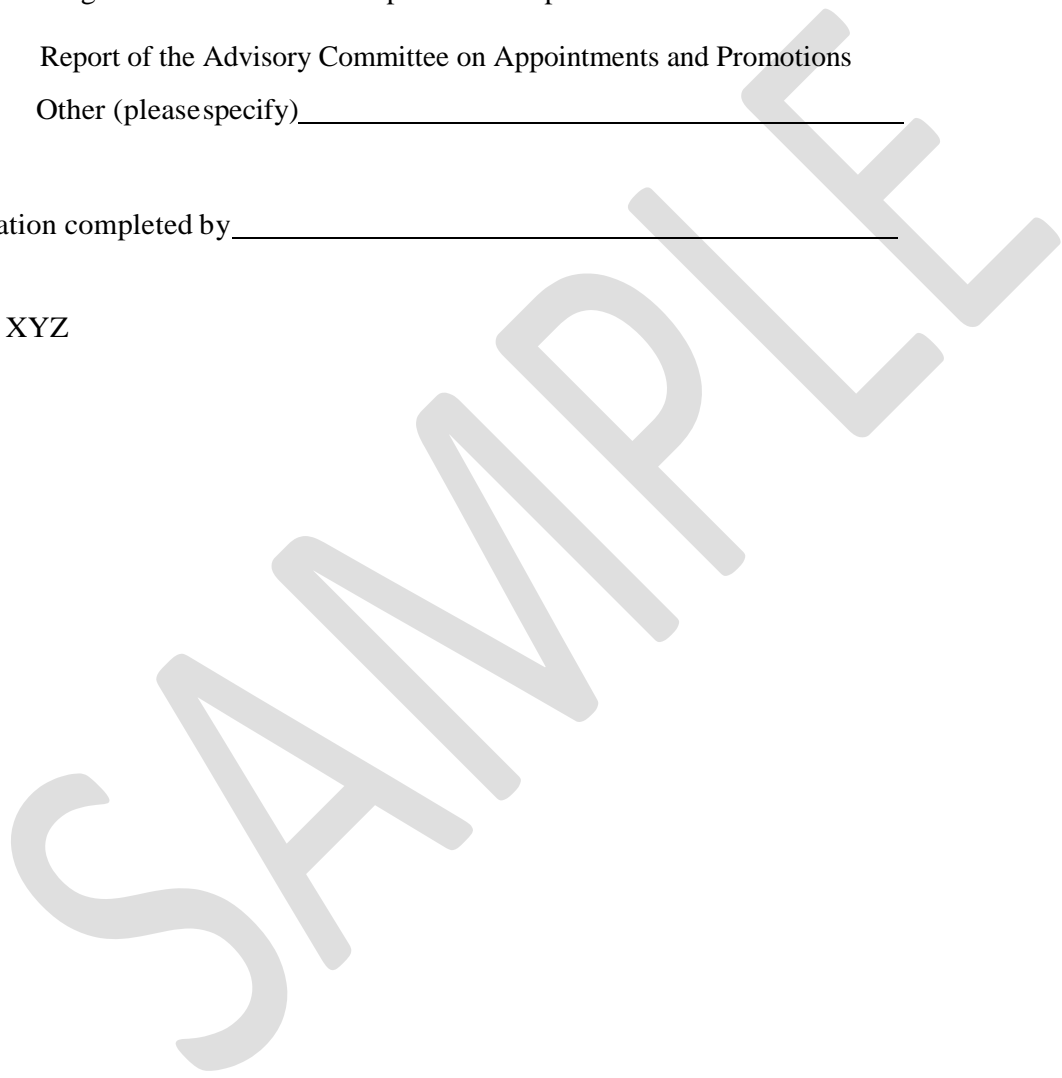
The dean	<input checked="" type="checkbox"/>	recommends	<input type="checkbox"/>	Reappointment
	<input type="checkbox"/>	does not recommend	<input type="checkbox"/>	Tenure and Promotion
			<input type="checkbox"/>	Tenure
			<input checked="" type="checkbox"/>	Promotion
			<input type="checkbox"/>	Appointment with Tenure

The following attachments constitute part of the report:

- Report of the Advisory Committee on Appointments and Promotions
- Other (please specify) _____

Evaluation completed by _____

Dean, XYZ
Date



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