

University of Kentucky College of Medicine
Department of Anesthesiology
Academic Appointment & Promotion in the Clinical Title Series
Statements of Evidence

Introduction

Appointment and subsequent promotion within the Department of Anesthesiology in the Clinical Title Series (CTS) is an academic University appointment with the expectation that the role of that faculty member is to be an Academic Clinician. An Academic Clinician does not just "practice medicine", but has a combined role as clinician, teacher, and mentor. Evidence of an Academic Clinician will include:

1. Education both in and outside the clinical setting (operating room, ICU, Pain Clinic, Preop Clinic, PACU, Acute Pain/Regional Service, Labor floor, out-of-operating room anesthesia location)
2. Scholarship with academic activity beyond regular clinical duties
 - a. identification and dissemination of methods to improve patient outcomes through education or scholarly activity
 - b. identification and dissemination of methods to improve educational outcomes

Terminology

1. *Local* recognition refers to within the faculty member's department and UK Healthcare system.
2. *Regional* recognition refers to outside and beyond the UK Healthcare system within the Commonwealth of Kentucky.
3. *National* recognition refers to activities that are outside of Kentucky.
4. *International* recognition refers to activities that are outside of the United States.

Criteria

Criteria are aligned with the categories listed in the Distribution of Effort (DOE) for each faculty member. Below is the list of performance items by Distribution of Effort categories. (Please note: many items listed below fit into multiple categories.)

1. Clinical Service/Patient Care
2. Instruction
3. Research/Scholarly Activity
4. Service, Administration, Leadership

1. Clinical Service/Patient Care - While quality indicators, mortality metrics, complication rates, and patient satisfaction rates can be used to show adequate performance in this category, observation of daily practices and skills by the chair, vice-chair, departmental and non-departmental colleagues and staff are the usual indicators of acceptability in this category. Specialty and subspecialty board certification (including certification in TEE) are an important component to clinical service/patient care.

2. Instruction

(At least one for promotion to Associate Professor; At least two for promotion to Professor)

- Teaching scores within the upper half from evaluations from residents, fellows, or medical students based on clinical and didactic teaching. This upper half must occur for two years which do not have to be contiguous.
- New or innovative course development relevant to education of residents and students.
- Teaching manuals and materials.
- Conduct seminars in Point-of-Care Ultrasound and Transthoracic echocardiography.
- Teaching awards from Department, College of Medicine, or Societies.
- Two Podcasts, instructional videos, and other electronic or online educational materials, including innovative use of simulation.
- Four lectures to either medical students or residents.
- One hour long grand round presentations to the Department of Anesthesiology.
- One grand round presentation to other department within the health system.

Those individuals who are considering promotion to Associate Professor must have attended two faculty development seminars offered by the university or at a national meeting that address education, patient safety, or quality improvement. Those individuals who are considering promotion to Professor must have attended two faculty development seminars while an Associate Professor, offered by the university or at a national meeting that address education, patient safety, or quality improvement.

3. Research/Scholarly Activity

(At least one for Associate Professor; At least two for Professor)

- Publications in peer-reviewed journals including articles or case reports.
- Publications of a chapter in a scholarly book.
- Author or editor of a scholarly book.
- Serving as journal reviewer or journal editorial board member.
- Meeting presentations including Lectures, PBLD moderating or Abstract/Poster sessions.
 - Associate Professor – local or regional
 - Professor –national or international
- Invited lectures (Visiting Professor program).
 - Associate Professor: one or more visiting professor
 - Professor: two or more visiting professor
- Symposium, panel, or workshop moderator or member.
- Moderator of poster/paper session.
- Primary Investigator or Co-PI on research projects.
- Evidence of creativity (e.g. intellectual property, patent, innovative published techniques).
- Funding/publication from collaborative work within UK.
- PI or co-investigator on an academic or industrial grant.
- Major contributions into overall design of research protocol or manuscript.

4. Service, Administration, and Leadership

(At least one for Associate Professor; at least two for Full Professor)

- Serving as an exam question writer for USMLE, the American Board of Anesthesiology, the American Society of Anesthesiology (SEE, ACE).
- Serving as Standard Oral Examiner for the American Board of Anesthesiology.
- Serving on a professional committee as a member.
 - Local, regional, national, international
 - Associate Professor – Local or regional
 - Professor – National or international
- Serving on a Grant Review Committee.
- Serving as an Exam Committee member.
- Development, implementation, and evaluation of clinical protocols.
- Serving as a Departmental Division Chief.
- Serving as Program Director or Assistant Program Director.
- Serving as a subspecialty Program Director.
- Serving as a Liaison to a Surgical Service.
- Being an officer or an active committee or subcommittee member in a state, national or international professional organization.
- Serving on a governmental commission, task force, or board.
- Serving an administrative leadership role at UK or its affiliated institutions.

- Serving as program chair or in a similar position at a national or international meeting.
- Serving as an officer or active member in the Faculty senate or Faculty council.
- Serving as an officer or active member of major COM or UK Healthcare committees.
- Serving as a member of the IRB or IACUC research committees.

Process

When a faculty member meets the Statements of Evidence, a curriculum vitae in the University of Kentucky format should be submitted to the chair. The curriculum vitae will be reviewed by the Committee of Academic Promotions of the Department of Anesthesiology, providing feedback concerning suitability for promotion and recommendations. The chair and faculty member will consider the recommendation and decide whether or not to proceed. If the decision is to proceed, the Faculty Administrator will work with the chair and the candidate to prepare the promotion dossier.