

**University of Kentucky College of Medicine  
Department of Obstetrics and Gynecology**

**Appointment, Promotion and Tenure  
Statements of Evidence**

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## I. INTRODUCTION

Promotion and award of tenure (if applicable) are means by which the Department of Obstetrics and Gynecology encourages, recognizes, and rewards academic achievement and productivity, and strives to maintain a faculty of excellence in leadership, clinical service, education, and research.

In keeping with University policy, **Promotion** will be based upon excellence as judged by criteria in the areas of administration, clinical service (direct patient care), instruction, academic productivity (scholarly activities), research, and professional development.

Faculty promotion shall be reviewed by the department chair, promotions committee and division chief. Tenure or non-tenured eligible faculty shall carry out their academic responsibilities as outlined in their letters of appointment (or reappointment) consistent with the departmental Statements of Evidence, job descriptions and Distribution of Efforts (DOE). Annual performance evaluations should provide ample evidence tracking progress toward promotion and/or tenure, outlining achievements in the different categories aligned with different allocations of effort.

## II. CONSIDERATION FOR APPOINTMENT, PROMOTION AND TENURE

Promotions are not automatic but are based on merit. Promotion is not contingent upon any set duration of appointment (unless otherwise defined by time regulations for the granting of tenure), but a period of less than the typical 5-6 years in rank would be considered early and should only be considered if the faculty member has not only met expectations but has exceeded the expectations as outlined in the departmental Statements of Evidence and has the full support of the chair, the promotions committee and departmental faculty. Exceptions to this timeline will be faculty who have joined UKCOM after a period of time in community practice. In this circumstance several variables will be considered for a timeline to promotion. These will include demonstrated excellence in clinical teaching community service, professional society involvement/leadership, local hospital governance/leadership and state/local leadership. In these cases, a determination of their past experience will be considered for promotion sooner than 5 years. In addition, contributions to the overall development and reputation of the College of Medicine by professional activities will be considered. Because of the varying missions of departments within the College of Medicine, criteria for promotion/tenure must be applied with consideration of our department discipline and peer review. For each individual, achievement should be aligned with their DOE. Demonstrable competence in administration, clinical service (direct patient care), instruction, academic productivity (scholarly activity), and professional development are of paramount consideration.

### *Promotion vs. Tenure*

Promotion is available to all department faculty members, regardless of tenure-track or non-tenure track appointment. Promotions are based on meritorious fulfillment of the faculty member's job description, departmental Statements of Evidence, and DOE. Tenure, when the candidate is on a tenure track appointment (Regular or Special Title Series), is based on overall merit, a sustained record in scholarship, and commitment to the maintenance of high standards of performance in teaching, service, research, and scholarship.

Upon recruitment, rank should be clearly indicated in the offer letter from the chief/chair. Evaluation and recommendation for rank will be considered by the chair and the departmental promotions committee.

Title series changes cannot occur automatically, faculty are eligible to apply for a new position in a new title series at any time. The faculty member will be considered for appointment to a new title series position per the usual department and college procedures. There is no “time clock” limitations on applying to new title series positions. The definitions of each title series are consistent with the University Administrative Regulations (AR 2:2-5).”

To be considered for promotion and/or tenure, all faculty members must meet the terms outlined in their letters of appointment (or reappointment) consistent with the departmental Statements of Evidence.

The Statements of Evidence serve as a guide for faculty members to achieve personal and university goals. It is expected that all faculty members will work toward the advancement of their professional development. Professional reputation in general is considered for promotion and is in general defined for each category. In general, reputation by rank is as follows:

- Assistant Professor - local achievements and renown
- Associate Professor - regional achievements and renown
- Full Professor - national/international achievements and renown

The following table is used to help define local, regional, and national reputation.

Reputation	Clinical or Research Title Series (NON tenure track)	Regular or Special Title Series (tenure track)
Local	Within Department	Within UK-COM
Regional	Outside of Department within UK-COM and UKHC	Beyond UK-COM and UKHC
National	Outside of Kentucky	Outside of Kentucky

COM=College of Medicine; UKHC=University of Kentucky Healthcare

### **III. STATEMENTS OF EVIDENCE FOR APPOINTMENT PROMOTION CRITERIA FOR PROMOTION**

#### **A. Non tenure track title series (clinical and research title series)**

##### **Assistant to Associate Professor Clinical Title Series (non-tenure eligible)**

##### **Performance should be strongest in alignment with an individual’s DOE and/or title series.**

- Minimum experience suggested is an M.D., D.O., or equivalent degree, board completion and 4 years of satisfactory performance at the level of Assistant Professor.

- Appointment or promotion to the rank of Associate Professor shall require demonstration of regional recognition and active role or leadership in administration, patient care, instruction, service, academic and research endeavors (scholarly activities).
- Because of the varying missions of departments within the College of Medicine, criteria for promotion/tenure must be applied with consideration of our department's discipline and peer review.

*The following are examples of achievement in each of the areas:*

**Administration:**

- Active member and/or leadership roles in professional societies or other national organizations
- Active member and/or leadership roles within the department, College of Medicine, UK Healthcare and/or affiliated hospitals committees or state/local entities

**Clinical Service (Direct Patient Care):**

- Development of regional reputation for excellence in clinical practice as attested to by faculty and colleagues qualified in the field
- Evaluations of satisfactory or above by division chief or chairperson
- Clinical productivity data compared to peers
- Factors considered could include the following where appropriate and consistent with DOE:
  - Patient satisfaction scores
  - Physician communication scores
  - Star rating
  - Patient attestations
  - Documentation completed in a timely manner
  - Awards and honors for patient care

**Instruction:**

- Proven excellence as a teacher and practitioner of obstetric and gynecologic disciplines as demonstrated by evaluations and attestations by students, residents, and fellows working with the faculty member in a clinical teaching setting
- Evaluations of satisfactory or above by division chief or chairperson
- Invited presentations outside the department but within the COM
- Invited presentations regionally and nationally
- Factors considered could include the following where appropriate and consistent with DOE:
  - Instructional effort in clinical arena and didactics
  - Development of syllabus and teaching materials
  - Presentation at grand rounds or faculty development seminars
  - Sponsorship of high school and undergraduate students
  - Selection for college, departmental, university or professional society outstanding teaching award
  - Courses taken to improve teaching effectiveness
  - Student evaluations

- Timely and effective evaluations of students, residents, and fellows
- Mentorship of students, residents, and fellows

**Academic Productivity (Scholarly Activities):**

- Presentations at regional scientific meetings, departmental and divisional presentations (e.g., grand rounds, didactics)
- Participation in quality safety initiatives (e.g., dyads, protocol development)
- Participation/leadership departmental and divisional committees (e.g., perinatal grand rounds, tumor conference, research meetings, gynecology conference)
- Evidence of professional academic status and leadership on a regional level or beyond
- Publication of manuscripts
- Serving as journal reviewer or grant reviewer
- Participation in clinical trials
- Participation/leadership of resident research projects

**Professional Development:**

- Demonstrated continuing professional development in discipline as evidenced by an attendance at relevant professional and academic societies. (e.g., AAMC, college and university professional development initiatives, ACOG, etc.)
- Maintenance of ABOG certification
- Other relevant boards (e.g., palliative care, addiction medicine)

**Associate Professor to Full Professor Clinical Title Series (non-tenure eligible)**

**Performance should be strongest in alignment with an individual's DOE and/or title series.**

- Faculty must hold the M.D., D.O. or equivalent degree and should be board certified in a primary or subspecialty.
- In addition to meeting the criteria for Associate Professor, appointment to the rank of Professor shall require demonstration of continued excellence in achievement and regional as well as national/international recognition as a leader in administration, patient care, instruction, service, academic and research endeavors. Evaluation of these components will be evaluated according to the individual's DOE.
- Because of the varying missions of departments within the College of Medicine, criteria for promotion/tenure must be applied with consideration of our departmental discipline.

*The following are examples of achievement in each of the areas:*

**Administration:**

- Continuing evidence and peer recognition as administrative leader and clinical physician at national level (e.g., Division Chief, Medical Director, Fellowship Director, Program Director)
- Building and/or leading clinical programs
- Active member or leadership roles within the department, College of Medicine, UK Healthcare and/or affiliated hospitals committees or state/local entities.

- Active member and/or leadership roles in professional societies or other national organizations (e.g., academic societies, editorial boards, specialty, and subspecialty boards)

**Clinical Service (Direct Patient Care):**

- Provide significant demonstrable contributions to patient care as an expert in clinical OBGYN as attested to by colleagues and peers
- Evidence of excellence in clinical activities could include the following where appropriate and consistent with DOE:
  - Patient satisfaction scores
  - Physician communication scores
  - Star rating
  - Patient attestations
  - Documentation completed in a timely manner
  - Awards and honors for patient care
  - Evidence of direct to provider referrals
  - Letters of support from clinical colleagues/peers (within or outside institution)
  - Quality metrics (e.g., LOS, O/E, infection rates)
  - Development of national reputation for excellence in clinical practice as attested to by faculty and colleagues qualified in the field
  - Evaluations of satisfactory or above by chairperson and faculty evaluations.
  - Clinical productivity data compared to benchmarks and/or peers

**Instruction:**

- Proven excellence as a teacher of obstetric and gynecologic disciplines as demonstrated by evaluations by healthcare trainees working with the faculty member in a clinical teaching setting
- Mentoring junior faculty
- Evaluations of satisfactory or above by chairperson and peer review
- Factors considered should include the following where appropriate and in consideration of DOE:
  - Teaching load
  - Development of new courses
  - Development of syllabus material
  - Student sponsorship
  - Resident training
  - Learner outcomes
  - Learner achievements
  - Learner evaluations/ratings
  - Invitations to teach domestically and/or internationally
  - Selection for college, departmental, university or professional society outstanding teaching award
  - Courses taken to improve teaching effectiveness
  - Student evaluations
  - Completion of learner evaluations on time

### **Academic Productivity (Scholarly Activities):**

- Evidence of establishment/continuation of research/scholarly program with documentation of scholarly activities such as development of podcasts, instructional videos, abstracts, posters, publications, resident research projects, quality safety initiatives, participation in clinical trials and /or serving as a reviewer for scientific journals
- Presentation at regional, national, and international scientific meetings
- Evidence of substantial professional academic status and leadership on a national level
- Serving as an editor or editorial board member of a peer reviewed journal
- Substantial extramural, peer-reviewed, funding as principal investigator or project leader
- Receiving major fellowship or research award
- Publications in refereed journals
- Significant publication and/or funding resulting from collaborative efforts with researchers in other fields where the faculty member occupies a substantial role in research (includes positions designated as co-investigator, other significant contributor, or key personnel on grants)
- Participation in Alliance Initiatives

### **Professional Development:**

- Demonstrated continuing professional development in discipline as evidenced by an active role in relevant professional and academic societies
- Service as an abstract reviewer for professional societies, and conferences
- Participation and leadership at professional scientific organization
- Maintenance of ABOG certification as well as other relevant boards (e.g., palliative care, addiction medicine)
- Demonstrated continuing professional development in discipline as evidenced by an attendance at relevant professional and academic societies (e.g., AAMC, college and university professional development initiatives, ACOG, SGO, etc.)

### **Research Title Series**

As defined by the University of Kentucky Administrative Regulations (AR2:5), the Research Title Series is a professorial series for appointment and promotion of appropriately qualified individuals who participate in the University's academic program but whose activities shall be limited to participation in projects which (1) involve research or other creative activity, (2) are of limited and specified duration, and (3) the institution operates under contracts, grants, or other designated funds (see UK Administrative Regulation 2:5). A faculty employee on appointment in the Research Title Series shall not have any regularly scheduled teaching or service assignments. Individuals appointed to The Research Title Series are not eligible for tenure.

### **Criteria for Appointment and Promotion for Research Title Series Faculty**

As described in the University of Kentucky Administrative Regulations (AR2:5), three areas of activity are important in the evaluation of individuals for appointment, performance review, and promotion in the Research Title Series: (1) research or other creative activity; (2) professional



status and activity; and (3) ability to initiate and maintain a program of research or creative activity supported by contracts, grants, or other designated funds.

Although it is not feasible to specify exact criteria for evaluating the credentials of an individual for appointment or promotion to any one particular rank in the Research Title Series, the following statements are provided as guidelines.

A. Assistant Research Professor Appointment to the rank of Assistant Research Professor shall be made when it has been determined that the individual has a current independent capability for conducting reliable research or other creative work supported through contracts, grants, or other designated funds, has a potential for significant professional growth in the field of research or creative activity, and holds the terminal academic degree appropriate to the field of assignment.

B. Associate Research Professor Appointment or promotion to the rank of Associate Research Professor shall be made only after an indication of continuous improvement and contribution by the individual in research or other creative activity supported through contracts, grants, or other designated funds. Furthermore, the individual shall have earned some regional recognition for excellence appropriate to the field of assignment.

C. Research Professor Appointment or promotion to the rank of Research Professor is an indication that, in the opinions of colleagues and administrators, the individual is outstanding in research or other creative activity supported through contracts, grants, or other designated funds and has earned national recognition. It should be further emphasized that this rank is a recognition of attainment rather than years of experience or length of appointment.

### Academic Productivity/Scholarly Activity

#### Examples of Academic Productivity/Scholarly Activity

- Intramural research funding, including applications pending or approved but not yet funded (not mandatory)
- Extramural research funding, including contracts and industry-sponsored, in the department or otherwise in the COM, including applications pending or approved but not yet funded (only if not mandatory)
- Publications in peer-reviewed journals
- Publications of a chapter in a scholarly book
- Author or editor of a scholarly book
- Service as journal reviewer or journal editor/editorial board member
- Meeting presentations including lectures, moderating or abstract/poster sessions
  - Associate Professor - local, regional, or national
  - Professor - national or international
- Invited lectures for discussion of research related topics only
  - Associate Professor: invited lectures for discussion of research related topics only

- Professor: invited lectures for discussion of research related topics only
- Symposium, panel, or workshop moderator or member
- Moderator of poster/paper session
- Primary Investigator (PI) or Co-PI on collaborative research projects (not mandatory)
- Evidence of creativity (e.g., intellectual property, patent, innovative published techniques).
- Funding/publication from collaborative work within UK
- Contributions to team science

Evidence of success/excellence in research/scholarly activities when not self-evident by the faculty holding PI funding or senior author status is provided by:

- Letters of support from the study PI or senior author of the publications indicating the specific role and contributions of the faculty member. Examples of unique creative contributions could include conception and design of the project; program evaluation; clinical support; analysis and interpretation of data; intellectual contribution to grants and manuscripts; and administrative, technical, supervisory, or material support of the project. (These efforts may not require or result in independent funding).
- For team science projects, letters of support should assess the faculty member's contribution as major, moderate, or minor (defined below). Contributions assessed as "major" should be considered as equivalent to first or last authorship.
  - Major: substantive input into overall design of research protocol or manuscript; regular participation in study meetings with input on a range of issues or protocol amendments; planning and directing analyses that span the breadth of the protocol.
  - Moderate: input into one or more specialist areas of a protocol or manuscript; regular participation in data collection, analysis, management, or quality control activities on a specific aspect that contributes to overall project, but without direct input into the overall project; assistance with revision/resubmission/rebuttal of a manuscript or project.
  - Minor: provision of critical review to sharpen a research protocol or manuscript without major substantive changes; advising only on specific issues when requested by the PI (e.g., not regularly involved), performance of data acquisition or analysis without participation in the overall project.
- Letters from trainees indicating the faculty member's role in their degree completion and/or position placement.
- Letters of support from faculty peers indicating the faculty member's role.

## Service/Administration

### Examples of Service/Administration Activity

- Service on a professional committee as a member
- Local, regional, national, international
  - Associate Professor – local, regional, national, or international
  - Professor – national or international
- Service on a Grant Review Committee
  - Associate Professor – local, regional, national, or international
  - Professor – national or international
- Service as an officer or an active committee or subcommittee member in a professional organization
  - Associate Professor – local, regional, national, or international
  - Professor – national or international
- Service on a governmental commission, task force, or board
- Service as an administrative leadership role at UK or its affiliated institutions
- Service as program chair or similar position at an academic meeting
  - Associate Professor – local, regional, national, or international
  - Professor – national or international
- Service as an officer or active member in the faculty senate or faculty council
- Service as an officer or active member of major COM or UK Healthcare committees
- Service as a member of the IRB or IACUC research committees

**Faculty must demonstrate commitment to academic research by meeting at least 5 of the research/scholarly activity criteria and 3 of the service, administration, and leadership criteria.**

### **B. Tenure track title series (regular and special title series)**

#### **Promotion Criteria for Tenure Track Title Series (Regular and Special Title Series)**

##### **Assistant to Associate Professor**

##### **Performance should be strongest in alignment with an individual's DOE and/or title series.**

- Minimum experience suggested is a terminal degree, board completion for clinical and minimum of 4 years of satisfactory performance at the level of Assistant Professor.
- Appointment or promotion to the rank of Associate Professor shall require demonstration of continued achievement and regional or national recognition as a leader in administration, patient care, teaching, service, academic, or research endeavors.
- Academic responsibilities for each title series are specific as outlined in the individual job description and DOE categories.
- Because of the varying missions of departments within the College of Medicine, criteria for promotion/tenure must be applied with consideration of our department discipline and peer review.

*The following are examples of achievement in each of the area:*

**Administration:**

- Serving as an officer or active member in the faculty senate or faculty council
- Serving as an officer or active member in major committees, VA hospital or other patient care-related facilities, departmental, College of Medicine and/or UK Healthcare
- Serving as a member of the IRB or IACUC research committees
- Active participation in committee or subcommittee in regional or national professional organizations
- Being an officer or an active committee or subcommittee member in a regional or state professional organization
- Serving on a governmental commission, task force, or board

**Clinical Service (Direct Patient Care):**

- Development of regional reputation for excellence in clinical practice as attested to by faculty and colleagues qualified in the field
- Evaluations of satisfactory or above by division chief or chairperson
- Clinical productivity data compared to peers
- Factors considered could include the following where appropriate and consistent with DOE:
  - Patient satisfaction scores
  - Physician communication scores
  - Star rating
  - Patient attestations
  - Documentation completed in a timely manner
  - Awards and honors for patient care

**Instruction:**

- Proven excellence as a teacher as demonstrated by evaluations by trainees working with the faculty member in a classroom, clinical or laboratory teaching setting
- Evaluations of satisfactory or above by chairperson and peer review
- Factors considered should include the following where appropriate:
  - Teaching load
  - Lab seminars
  - Development of new courses
  - Development of syllabus material
  - Student sponsorship
  - Training of residents, clinical and postdoctoral fellows
  - Training of undergraduate and graduate students
  - Learner outcomes
  - Learner achievements
  - Learner evaluations/ratings
  - Invitations to teach
  - Selection for departmental, college, university, or professional society outstanding teaching award
  - Courses taken to improve teaching effectiveness
  - Student, resident, fellow evaluations of the faculty member

### **Academic Productivity (Scholarly Activities):**

- Evidence of establishment/continuation of scholarly activities such as development of podcasts, instructional videos, abstracts, posters, resident research projects, quality safety initiative protocols, participation in clinical trials, and/or serving as a reviewer for scientific journals
- Substantial extramural, peer-reviewed, funding as principal investigator
- Significant publication and/or funding resulting from collaborative efforts with researchers in other fields where the faculty member occupies a substantial role in the research (includes positions designated as co-investigator, other significant contributor, or key personnel on grants)
- Both the quantity and quality of publications in refereed journals will be taken into consideration
- Publication of scholarly chapters or book(s)
- Editing a chapter of a scholarly book
- Editing a scholarly book
- Serving as a reviewer for peer-reviewed journals
- Presentation of invited papers at international and national meetings
- Invited presentation of research at other universities and centers
- For team science projects, letters of support should assess the faculty member's contribution as major, moderate, or minor (defined below). Contributions assessed as "major" should be considered as equivalent to first or last authorship.
  - Major: substantive input into overall design of research protocol or manuscript; regular participation in study meetings with input on a range of issues or protocol amendments; planning and directing analyses that span the breadth of the protocol.
  - Moderate: input into one or more specialist areas of a protocol or manuscript; regular participation in data collection, analysis, management, or quality control activities on a specific aspect that contributes to overall project, but without direct input into the overall project; assistance with revision/ resubmission/ rebuttal of a manuscript or project.
  - Minor: provision of critical review to sharpen a research protocol or manuscript without major substantive changes; advising only on specific issues when requested by the PI (e.g., not regularly involved), performance of data acquisition or analysis without participation in the overall project.
- Serving as a member of review panels for national research organizations (i.e., NIH study sections)

### **Professional Development:**

- Service on extramural local, regional, or national/international organizations
- Social media presentations based on professional qualifications, such as webinars, YouTube videos and other platforms
- Attendance at professional scientific organizations
- Continuing medical education and/or maintenance of certification hours, as well as board certification/re-certification

- Demonstrated continuing professional development in the discipline as evidenced by an active role in relevant professional and academic societies
- Evidence of established and recognized reputation in the specialty area by participation in professional scientific organizations on a regional and perhaps national basis
- Citizenship within the department and division as evident by participation in faculty meetings, patient care conferences and attendance at grand rounds

**Promotion Criteria from Associate Professor to Full Professor (Regular/Special Titles Series) (Tenured)**

**Performance should be strongest in alignment with an individual's DOE and/or title series.**

- In addition to meeting the criteria for Associate Professor, appointment to or promotion to the rank of Professor shall require demonstration of continued excellence in achievement and regional as well as national recognition as a leader in administration, patient care, instruction, service, academic or research endeavors.
- Faculty holding the M.D. or D.O. Degree should be board certified in a primary or subspecialty.
- Because of the varying missions of departments within the College of Medicine, criteria for promotion/tenure must be applied with consideration of our departmental discipline.

*The following are examples of achievement in each of the areas:*

**Administration:**

- Being an officer or an active committee or subcommittee member in a 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
- Evidence of administrative leadership at UK or its affiliated intuitions such as:
  - Serving as an officer or active member in the faculty senate or faculty council
  - Serving as an officer or active member in major committees at the VA hospital or other patient care-related facilities, departmental, College of Medicine and/or UK Healthcare or affiliated hospitals as assigned
  - Serving as a member of the IRB or IACUC research committees
- Evidence of success/excellence in administration and leadership activities is provided by:
  - Letters of support from committee members or chair
  - Evidence of ascension up ranks (e.g., regional committee to national committee, committee member to chair)
  - Assignment of measurable effort to role (on DOE; maintenance of this effort year to year is evidence of success in the position)
  - Continuing evidence and peer recognition as administrative and clinical physician at national levels as attested to by colleagues, mentors, or peers
  - Service on departmental, College of Medicine and/or hospital committees as assigned

### **Clinical Service (Direct Patient Care)**

- Provide significant demonstrable contributions to patient care as an expert in clinical OBGYN as attested to by colleagues and peers
- Development of national reputation for excellence in clinical practice as attested to by faculty and colleagues qualified in the field
- Evidence of excellence in clinical activities could include the following where appropriate and consistent with DOE:
  - Patient satisfaction scores
  - Physician communication scores
  - Star rating
  - Patient attestations
  - Documentation completed in a timely manner
  - Awards and honors for patient care
  - Evidence of direct to provider referrals
  - Quality metrics (e.g., LOS, O/E, infection rates)
- Letters of support from clinical colleagues/peers (within or outside institution)
- Evaluations of satisfactory or above by chairperson and faculty evaluations
- Clinical productivity data compared to peers (wRVUS compared to peers and/or benchmark data)
- Building innovative types of patient care programs
- Organizer of state, regional, national, or international conference or symposium specifically addressing clinical care
- Evidence of excellent performance as medical director of various clinical entities
- Serving as consultant at national and international levels
- Evidence of substantial involvement in local, regional, national, and international humanistic activities and volunteerism

### **Instruction:**

- Proven excellence as a teacher of obstetrics and gynecological disciplines as demonstrated by evaluations by trainees working with the faculty member in a classroom, clinical or research teaching setting
- Evaluations of satisfactory or above by chairperson and peer review
- Factors considered should include the following where appropriate:
  - Teaching load
  - Development of new courses
  - Development of syllabus material
  - Student sponsorship
  - Resident training
  - Student evaluations completed in a timely manner
  - Student, resident, fellow evaluations of the faculty member
- Continuing evidence of participation in extra-departmental clinical rounds and conferences presenting obstetrics and gynecological findings and their significance in the care of patient as attested to by colleagues, mentors, or peer.
- Continuing evidence of excellence as a clinician role model in the teaching of outside physicians and residents on the administration of care based on Obstetrics and Gynecological results as attested to by colleagues, peers, and staff
- Courses taken to improve teaching effectiveness

- Mentorship of students, residents, post-doctoral candidates, fellows, junior faculty

**Academic Productivity (Scholarly Activities):**

- Substantial extramural, peer-reviewed, funding as principal investigator or project leader
- Both the quantity and quality of publications in refereed journals will be taken into consideration
- Frequent citation of publications
- Significant publication and/or funding resulting from collaborative efforts with researchers in other fields where the faculty member occupies a substantial role in research (includes positions designated as co-investigator, other significant contributor, or key personnel on grants)
- Publication of a chapter in a scholarly book
- Publication of scholarly book(s)
- Editing a scholarly book serving as editor or member of editorial board of peer-reviewed journals
- Serving as a member of review panels for national research organizations
- Presentation of invited papers at international and national meetings
- Invited presentation of research at other universities and centers
- Letters from trainees indicating the faculty member's role in their degree completion and/or position placement
- For team science projects, letters of support should assess the faculty member's contribution as major, moderate, or minor (defined below). Contributions assessed as "major" should be considered as equivalent to first or last authorship.
  - Major: substantive input into overall design of research protocol or manuscript; regular participation in study meetings with input on a range of issues or protocol amendments; planning and directing analyses that span the breadth of the protocol.
  - Moderate: input into one or more specialist areas of a protocol or manuscript; regular participation in data collection, analysis, management, or quality control activities on a specific aspect that contributes to overall project, but without direct input into the overall project; assistance with revision/resubmission/rebuttal of a manuscript or project.
  - Minor: provision of critical review to sharpen a research protocol or manuscript without major substantive changes; advising only on specific issues when requested by the PI (e.g., not regularly involved), performance of data acquisition or analysis without participation in the overall project.
- Documentation of productive involvement or participation in scholarly activities such as publications, clinical studies, multi-centered trials, or funded projects
- Scholarly excellence shall be recognized at the national level, as exhibited by scholarly activities through original or innovative publications, studies, reviews or other venues in area of specialty as attested to by colleagues, mentors, or peers

**Professional Development:**

- Service on extramural local, regional, or national/international organizations
- Media presentations based on professional qualifications



- Attendance at professional scientific organization
- Continuing medical education and/or maintenance of certification hours - board certification/re-certification status
- Demonstrated continuing professional development in discipline as evidenced by an active role in relevant professional and academic societies
- Evidence of established and recognized national reputation in the specialty area by participation in professional scientific organizations on a regional and perhaps national basis.