

Department of Pathology Guidelines
Indicators of Success
For Promotion to the Rank of Professor

Research/Scholarly

Research greater than 50%

Excellent	Publication of 5 or more book chapters ≥ 40 publications in peer-refereed journals. However, the quality of publications should be a critical determinant for a Professor, i.e. fewer publications in high impact, premier journals are preferable to more publications in second/third tier journals. PI on 1 major grant at time of promotion, and history of continuous funding. (Not including R15s, 1 year development grants, or seed money). ≥ 25 presentations at national/international meetings (including residency and post-doctoral period) Active reviewer for > 2 journals, and/or member of national or federal peer review panel (NIH, VA, AHA, etc.) 10 invited presentations to scientific meetings or other academic institutions
Good	N/A - It is unlikely that with a 50+ percent commitment to research, that other than an "excellent" evaluation would be acceptable. In the rare case that only a "good" rating is achieved, use the criteria for excellent under 20 percent time devoted.

Research less than 50%

Excellent	15 publications, including peer-reviewed journals and/or chapters, half as first author or senior author (generally discernible as the corresponding author), half at ETSU Co-investigator on a major grant (at least 10% effort) Citations index-list candidate's articles used in major publications 15 presentations at national/international meetings (including residency and post-doctoral period)
Good	5 publications/chapters (1 or 2 as first author), half at ETSU 5 presentations at regional/national/international meetings or otherwise convincing evidence of emerging national recognition (including residency and post-doctoral period)

Department of Pathology Guidelines
Indicators of Success
For Promotion to the Rank of Professor

Teaching

Excellent

Peer review (including chair' s review) leading to excellent ratings

Recipient of teaching award may be included but is not required

Consistent student evaluations in excellent category

Coordination of significant participation in at least 1 medical school course or 2 residency seminars, and/or instruction of a significant number (-30 to 60 percent) of lectures in major course (may include but not require serving as course director or program director)

Successful direction of a residency training program, clerkship program, or graduate program

Active participation in curriculum planning and evidence of being viewed as making significant contribution to curriculum development

Ability to identify 5 "mentees" (these should be physicians who went into the candidate' s field) who cite the candidate as a major career influence

Evidence of national involvement in curriculum design or teaching evaluation (supported by letters from national organizations)

Development of well attended and highly rated CME programs.

Consistent excellent ratings at continuing education program presentations

Good

Peer review (including chair' s review) leading to good to excellent ratings •

Recipient of teaching award-may be included but is not required • Consistent student evaluations in the good to excellent category

Instruction of at least 20 hours in residency seminars or medical student courses annually

Ability to identify at least two "mentees" (these should be physicians who went into the candidate's field) who cite the candidate as a major career influence

Good to excellent evaluations at CME conferences

Department of Pathology Guidelines
Indicators of Success
For Promotion to the Rank of Professor

Service

Excellent

Evidence of coordination/direction of a major clinical program (clinic, hospital service, laboratory, etc.)

Significant referrals from outside MEAC, statewide and/or national

Service in national or regional professional organizations, regulatory bodies, College of Medicine, and/or significant University committees/boards/task forces

Development of a well-recognized practice parameter or algorithm for a particular diagnosis or procedure

Current board certification (including re-certification if applicable)

Offering a unique clinical specialty or service for the region as evidenced by support letters from colleagues/peers

Service on national or federal scientific review boards or journal editorial boards

(Service as a board examiner would certainly count, but is of such small probability that it should not be included in the denominator as an achievable criterion)

Good

Referrals from throughout the region

Service in national or regional professional organizations, College of Medicine, and/or University committees/boards/task forces

Board certification

Offering a valuable clinical specialty or service for the region as evidenced by support letters from colleagues/peers

For primary care physicians: Establishment of a solid clinical practice

Service to community boards, committees and task forces

Department of Pathology Guidelines
Indicators of Success
For Promotion to the Rank of Associate Professor

Research/Scholarly

Research greater than 50%

- Excellent Publication of 3 or more book chapters
- 15 publications in peer-refereed journals (-1/2 as first or senior author, the latter generally-identifiable as the corresponding author). Quality of publications should also be weighed, (i.e. fewer publications in high impact, premier journals are preferable to more publications in second or third tier journals.)
- At least 2 funded, external grants; PI on 1 major, currently active grant
- 15 presentations at national/international meetings (including residency and post-doctoral period)
- Reviewer for 2 journals
- 5-invited presentations to scientific meetings or other academic institutions

Comment: For the candidate whose primary mission is establishing a research program, - the funding criterion above will be weighed more heavily than any other

Good . N/A - It is unlikely that with a 50+ percent commitment to research, that other than an "excellent" evaluation would be acceptable. In the rare case that only a "good" rating is achieved, use the criteria for excellent under less than 50% percent time devoted (below).

Research less than 50%

- Excellent 8 to 10 publications, including peer-reviewed journals and/or chapters, half as first author or senior author (the latter generally identifiable as the corresponding author), half at ETSU
- Co-investigator on a major grant
- Citations index-list candidate's articles used in major publications
- 3 to 5 invited presentations to scientific meetings or other academic institutions and/or 8-10 presentations at national/international meetings (including residency and post-doctoral period)
- Good 5 publications/chapters (2 as first or senior author), half at ETSU
- 5 presentations at regional/national/international meetings or otherwise convincing evidence of emerging national recognition (including residency and post-doctoral period)

Department of Pathology Guidelines
Indicators of Success
For Promotion to the Rank of Associate Professor

Teaching

- Excellent
- Peer review (including chair's review) leading to excellent ratings
 - Recipient of teaching award-may be included but is not required
 - Consistent student evaluations in excellent category
 - Coordination of significant participation in at least 1 medical school course or 2 residency seminars, and/or instruction of a significant number (-30 to 60 percent) of lectures in major course (may include but not require serving as course director or program director)
 - Successful direction of a residency training program, clerkship program, or graduate program
 - Active participation in curriculum planning and evidence of being viewed as making significant contribution to curriculum development
 - Ability to identify 3 "mentees" (these should be physicians or Ph.D.'s who went into the candidate's field) who cite the candidate as a major career influence
 - Presentations outside the COM about the candidate's teaching or teaching outside the institution
 - Beginning evidence of national involvement in curriculum design or teaching evaluation
 - Development of well attended and highly rated CME programs.
 - Consistent excellent ratings at continuing education program presentations
- Good
- Peer review (including chair's review) leading to good to excellent ratings
 - Recipient of teaching award-may be included but is not required
 - Consistent student evaluations in the good to excellent category
 - Instruction of at least 20 hours in residency seminars or medical student courses annually
 - Ability to identify at least one "mentee" (these should be physicians or Ph.D.'s who went into the candidate's field) who cite the candidate as a major career influence
 - Good to excellent evaluations at CME conferences

Department of Pathology Guidelines
Indicators of Success
For Promotion to the Rank of Associate Professor

Service

- Excellent
- Evidence of coordination/direction of a major clinical program (clinic, hospital service, laboratory, etc.)
 - Significant referrals from outside MEAC, statewide and/or national
 - Service in national or regional professional organizations, regulatory bodies, College of Medicine, and/or significant University committees/boards/task forces
 - Development of a well-recognized practice parameter or algorithm for a particular diagnosis or procedure
 - Current board certification (including re-certification if applicable)
 - Offering a unique clinical specialty or service for the region as evidenced by support letters from colleagues/peers
 - Service on regional or national scientific review boards or journal editorial boards
 - (Service as a board examiner would certainly count, but is of such small probability that it should not be included in the denominator as an achievable criterion)
- Good
- Referrals from throughout the region
 - Service in national or regional professional organizations, College of Medicine, and/or University committees/boards/task forces
 - Board certification
 - Offering a valuable clinical specialty or service for the region as evidenced by support letters from colleagues/peers
 - Service to community boards, committees and task forces

Policy describing mid-probationary period review for tenure, Department of Pathology

At the mid-point of the probationary period for a tenure track faculty member (3 years after appointment to the faculty for the usual 6 year probationary period), the chair will:

- 1.) Request an updated CV from the faculty member and review the expectations that were outlined for that faculty member in the letter of offer. Also the chair will review the FAP, FAR, FAE's.
- 2.) Request that the tenured faculty in the department meet formally to review the same documents. The tenured faculty will provide recommendations to the chair specifically indicating whether adequate progress is being made toward the awarding of tenure, and any other aspects of the faculty member's situation that they think worth addressing.
- 3.) Meet with the faculty member to clarify or present elements of the faculty member's portfolio that (s)he would like to emphasize or to be certain that the chair is aware of any mitigating factors with regard to specified expectations.
- 4.) The chair will consider the feasibility of the expectations that were given the faculty member in the light of 3 years actual experience, and the chair will consider the contributions and achievements of the faculty member in creating a written evaluation of the faculty member. The written evaluation may include an adjustment of expectations, a summary of pertinent accomplishments and/or deficiencies in progress toward tenure, and it must include a statement as to whether the progress towards being awarded tenure is considered satisfactory or not. If not, specific recommendations to improve the prospects of being awarded tenure must be made.
- 5.) The written mid-probationary period tenure review will sent to the Dean, with copies of the review being given to the faculty member and also retained in the departmental file for that faculty member. The document will be used as indicated in FAP's of the faculty member going forward.



East Tennessee State University
 Quillen College of Medicine
 Department of Pathology

The faculty of each department has adapted this generic set of criteria to establish appropriate standards specific to the department's distinct disciplines. Faculty members within each department are judged on the basis of those departmental criteria.

Minimum Criteria for the Awarding of Tenure			
In order to be awarded tenure, it must be determined that the individual would meet the long-term staffing needs of the department and the institution and satisfy the following criteria:			
Category	Percent Time Devoted	Evaluation Standard	Criteria <i>No candidates would be expected to meet all of the criteria listed, but generally would meet the majority.</i>
Research/Scholarly Activity <i>Gives evidence of emerging national recognition as an expert in his/her field. Departments should develop criteria for the majority such as 6 of 9.</i>	50% - 80%	Excellent	<ul style="list-style-type: none"> • Publication of 5 book chapters. • 15 publications in peer-refereed journals (~ 1/2 as first author), half of which should be based on research conducted at ETSU. Quality of publications should be also weighed (<i>i.e.</i> fewer publications in high impact journals preferable than many in second or third tier journals). Departments are encouraged to develop criteria for journal impact using Science Citations. • At least 2 funded external grants; PI on 1 major, currently active grant. • 15-20 presentations at national/international meetings (including residency and postdoctoral period). • Reviewer in 2 journals. • 5 invited presentations to scientific meetings or other academic institutions.
		Good	N/A – It is unlikely that with a >50% commitment to research, that other than an “excellent” evaluation would be acceptable. In the rare case that only a “good” rating is achieved, use the criteria for excellent under 20% time devoted.

Minimum Criteria for the Awarding of Tenure

In order to be awarded tenure, it must be determined that the individual would meet the long-term staffing needs of the department and the institution and satisfy the following criteria:

Category	Percent Time Devoted	Evaluation Standard	Criteria <i>No candidates would be expected to meet all of the criteria listed, but generally would meet the majority:</i>
	20% - 50%	Excellent	<ul style="list-style-type: none"> • 8 to 10 publications, including peer-reviewed journals and/or chapters, half as first author, half at ETSU • Co-investigator on a major grant • Citations index--list candidate's articles used in major publications • 3 to 5 invited presentations and/or 8-10 presentations (including residency and postdoctoral period)
		Good	<ul style="list-style-type: none"> • 5 publications/chapters (1 to 2 as first author), half at ETSU • 5 presentations at regional/international meetings or otherwise convincing evidence of emerging national recognition (including residency and post-doctoral period)
	<20%	Excellent	<ul style="list-style-type: none"> • 5 publications/chapters (1 to 2 as first author), half at ETSU • 5 presentations at regional/international meetings or otherwise convincing evidence of emerging national recognition (including residency and post-doctoral period)

Minimum Criteria for the Awarding of Tenure

In order to be awarded tenure, it must be determined that the individual would meet the long-term staffing needs of the department and the institution and satisfy the following criteria:

Category	Percent Time Devoted	Evaluation Standard	Criteria <i>No candidates would be expected to meet all of the criteria listed, but generally would meet the majority.</i>
<p>Teaching</p> <p><i>Departments should develop criteria for the majority, such as 6 of 9. Departments are encouraged to develop ratings for teaching for all trainees (medical students, residents, grad. students, etc.)</i></p>	<p>N/A</p> <p>It is generally accepted that attaining the standard of excellence in teaching is irrespective of the time commitment. With rare exception, a faculty member would not be assigned more than 80% time teaching allowing time for achievements in research/ scholarly activity and service.</p>	<p>Excellent</p>	<ul style="list-style-type: none"> • Peer review (including chair's review) leading to excellent ratings. • Recipient of teaching award—may be included but is not required. • Consistent student evaluations in excellent category. • Coordination or significant participation in at least 1 medical school course or 2 residency seminars, and/or instruction of a significant number (~30 to 60 percent) of lectures in major course (may include but not require serving as course director or program director). • Successful direction of a residency training program, clerkship program, or graduate program. • Active participation in curriculum planning and evidence of being viewed as making significant contribution to curriculum development. • Ability to identify at least 15 "mentees" who identify individual as a major career influence. • Presentations outside the COM about candidate's teaching or teaching outside the institution. • Beginning evidence of national involvement in curriculum design or teaching evaluation. • Development of well attended and highly rated CME programs. • Consistent excellent ratings in CME program presentations. • Evidence of scholarly activity.

Minimum Criteria for the Awarding of Tenure

In order to be awarded tenure, it must be determined that the individual would meet the long-term staffing needs of the department and the institution and satisfy the following criteria:

Category	Percent Time Devoted	Evaluation Standard	<p align="center">Criteria</p> <p align="center"><i>No candidates would be expected to meet all of the criteria listed, but generally would meet the majority.</i></p>
		Good	<ul style="list-style-type: none"> • Peer review (including chair's review) leading to good to excellent ratings • Recipient of teaching award—may be included but is not required • Consistent student evaluations in the good to excellent category • Instruction of at least 20 hours in residency seminars or medical student courses annually • Ability to identify at least one "mentee" who identifies the individual as a major career influence • Good to excellent ratings in CME program presentations.

Minimum Criteria for the Awarding of Tenure

In order to be awarded tenure, it must be determined that the individual would meet the long-term staffing needs of the department and the institution and satisfy the following criteria:

Category	Percent Time Devoted	Evaluation Standard	Criteria <i>No candidates would be expected to meet all of the criteria listed, but generally would meet the majority.</i>
Service <i>Department should develop criteria for majority, such as 6 of 9.</i>	<80%	Excellent	<ul style="list-style-type: none"> • Evidence of coordination/direction of a major clinical program (clinic, hospital service, laboratory, etc.). • Referrals from beyond immediate region: statewide and/or national (e.g., at least 1/3 of referrals from outside MEAC). • Service in national or regional professional organizations, College of Medicine, and/or University committees/boards/task forces. • Development of a well-recognized practice parameter or algorithm for a particular diagnosis or procedure. • Current board certification. • Service as a board examiner or participation in development of written board examinations. • Offering a unique clinical specialty or service for the region as evidenced by support letters from colleagues/peers. • Service on regional or national scientific review boards or journal editorial boards. • For primary care physicians: Establishment of successful clinical practice.
		Good	<ul style="list-style-type: none"> • Referrals from throughout the region (e.g., at least 1/5 of referrals from outside MEAC) • Service in national or regional professional organizations, College of Medicine, and/or University committees/boards/task forces. • Board certification. • Offering a valuable clinical specialty or service for the region as evidenced by support letters from colleagues/peers. • Service to community boards, committees and task forces. • For primary care physicians: Establishment of solid clinical practice.

Summary of Faculty Tracks

Track	Tenure Eligible	Eligible for Conversion to Tenure Track	Promotion Criteria	Full-time Appointment	Fixed Term	Renewable/Extendable	FAP/FAR/FAE Required	Benefits			
								Full	CPA	Tuition	Library
Tenure	N/A	N/A	Full Academic	Yes	N/A	N/A	Yes	Yes	Yes	Yes	Yes
Tenure Track	Yes	N/A	Full Academic	Yes	7 years max	Years 1-6	Yes	Yes	Yes	Yes	Yes
Clinical Track	No	Yes	Modified Academic	Yes	1-3 years	Extended annually for an additional year	Yes	Yes	Yes	Yes	Yes
Research Track	No	Yes	Modified Academic	Yes	1-3 years	Extended annually for an additional year	Yes	Yes	Yes	Yes	Yes
VA Academic Track	No	No	Modified Academic	No (8/8 VA)	Yearly	Yes	Yes	No	Yes	Yes	Yes
Clinical/Volunteer	No	No	Volunteer/Clinical	No	Yearly	Yes	No	No	No	No	Yes
VA Volunteer	No	No	Volunteer/Clinical	No	Yearly	Yes	No	No	No	No	Yes
Adjunct	No	No	N/A	No	1-2 years	Yes	No	No	No	No	Yes