

Criteria for Promotion, Acceleration, and Merit Increase

Department of Radiology

Promotion to Associate Professor

The general guideline for faculty promotions is that a Professor should be engaged in productive research that is viewed as important to their field, teaching/mentoring students, and service. There is some latitude in the balance of this work, so in the list below, any hard numbers (such as numbers of papers) are intended as practical guidelines rather than fixed criteria. Publications, grants and letters are all important for demonstrating research productivity and that a candidate's work is valued in the field.

Ladder & In-Residence Series

1. Development of a research focus with clear evidence of independence, such as 1st or senior author papers independent of previous mentors.
2. National recognition of academic work supported by strong external letters.
3. Grant funding to support research (PI position is highly valued).
4. 15 – 20 peer-reviewed publications (1st or senior author on 6-8 papers) with quality being a factor.
5. Teaching at the undergraduate and/or graduate level. Some didactic teaching in formal UC courses (with good reviews) is highly valued.
6. Service to the department and university.
7. Quantity of teaching and service is expected to be higher than for the Adjunct Series.

Adjunct Series

1. Development of a research focus with clear evidence of independence; although research productivity in a pivotal role within a larger research unit is helpful, there must still be evidence of scholarly independence in the form of 1st or senior author papers independent of previous mentors.
2. Grant funding to support research (PI position is highly valued).
3. 15 – 20 peer-reviewed publications (1st or senior author on 5-7 papers) with quality being a factor.
4. Teaching at the undergraduate and/or graduate level. Teaching of graduate students and post-docs in the lab is sufficient. Short letters of reference are very helpful for promotion.
5. Service to the research unit, department, and university.

Clinical X Series

1. Development of a research focus. Grant funding not required but serving as co-investigator or consultant on research projects is highly valued.
2. 13 – 17 peer-reviewed publications, either original research or reviews (1st or senior author on 5-7 papers) with quality being a factor.
3. Evidence of leadership roles and exemplary service within national Radiology organizations.
4. Teaching of medical students, residents, and fellows with good yearly reviews.
5. Service to the department, hospital, medical school, and university.

HS Clinical Series

1. Prominent role in clinical radiology coverage with appropriate clinical work for their section/division. Develop consultation relationships with the clinical services related to their subspecialty.
2. Evidence of some scholarship (1st authorship not required). Includes original papers, reviews, case reports, posters, and educational exhibits.
3. Teaching of medical students, residents, and fellows with good yearly reviews. Educational exhibits with trainees count for both teaching and research.
4. Service to the department, hospital, and medical school. Active participation in interdepartmental clinical conferences counts for both service and teaching.

Fourth-year Appraisal (any series)

1. **The Question:** Based on the criteria above, will the candidate be ready for promotion to Associate Professor in 2 years?
2. If not, what are his/her deficiencies that need to be corrected?
3. What areas can be strengthened to assure his/her upcoming promotion?
4. Appraisal options:
 - a. Favorable
 - b. Favorable with reservations
 - i. Promotion in 2 years is still possible if deficiencies are corrected.
 - c. Problematic
 - i. Major deficiencies & unlikely to be ready for promotion in 2 years.
 - d. Unfavorable

Promotion to Full Professor

The general guideline for faculty promotions is that a Professor should be engaged in productive research that is viewed as important to their field, teaching/mentoring students, and service. There is some latitude in the balance of this work, so in the list below, any hard numbers (such as numbers of papers) are intended as practical guidelines rather than fixed criteria. Publications, grants and letters are all important for demonstrating research productivity and that a candidate's work is valued in the field.

Ladder & In-Residence Series

1. Continued grant support & academic productivity expected of a UC professor (3-4 papers/year, 1st or senior author on 2/year).
2. National and/or international recognition of academic work.
3. Assuming more leadership roles & administrative responsibilities both at home and in national/international organizations.
4. More honors & awards (FACR, ISMRM Fellow, etc).
5. Continued excellence in teaching.
6. Increasing level of service.

Adjunct Series

1. Continued academic productivity expected of a UC Professor in the Adjunct Series (3-4 papers/year, 1st or senior author on 2/year).
2. Grant funding to support research.
3. National recognition of candidate's research.

4. Continued teaching at the undergraduate and/or graduate level.
5. Service to the research unit, department, and university.

Clinical X Series

1. Continued academic productivity expected of a UC professor in the Clinical X series (2-3 papers/year, either original research or reviews, 1st or senior author on 1/year).
2. National and/or international recognition of academic work.
3. Assuming more leadership roles & administrative responsibilities both at home and in national/international organizations.
4. More honors & awards (FACR, ISMRM Fellow, etc).
5. Teaching of medical students, residents, and fellows with good yearly reviews.
6. Service to the department, hospital, medical school, and university.

HS Clinical Series

1. Prominent role in clinical radiology coverage with appropriate clinical work for their section/division. Develop consultation relationships with the clinical services related to their subspecialty.
2. Evidence of some scholarship (1st authorship not required). Includes original papers, reviews, case reports, posters, and educational exhibits.
3. Teaching of medical students, residents, and fellows with good yearly reviews. Educational exhibits with trainees count for both teaching and research.
4. Service to the department, hospital, and medical school. Active participation in interdepartmental clinical conferences counts for both service and teaching.
5. Clinical & teaching awards are highly valued.

Promotion to Professor Step VI & Above Scale

The general guideline for faculty promotions is that a Professor should be engaged in productive research that is viewed as important to their field, teaching/mentoring students, and service. There is some latitude in the balance of this work, so in the list below, any hard numbers (such as numbers of papers) are intended as practical guidelines rather than fixed criteria. Publications, grants and letters are all important for demonstrating research productivity and that a candidate's work is valued in the field.

Ladder & In-Residence Series

1. Continued grant support & academic productivity expected of a UC professor (3-4 papers/year, 1st or senior author on 2/year).
2. National and/or international recognition of academic work.
3. Assuming more leadership roles & administrative responsibilities both at home and in national/international organizations.
4. Increasing stature in the scientific and radiology communities.
5. Higher honors & awards (FACR, National Academy of Science, Gold Medal, etc).
6. Continued excellence in teaching.
7. Appropriate level of service.

Adjunct Series

1. Continued academic productivity expected of a UC Professor in the Adjunct Series (3-4 papers/year, 1st or senior author on 2/year).

2. Grant funding to support research.
3. National recognition of candidate's research.
4. Continued excellence in teaching.
5. Appropriate level of service.

Clinical X Series

1. Continued academic productivity expected of a UC professor in the Clinical X series (2-3 papers/year, either original research or reviews, 1st or senior author on 1/year).
2. National and/or international recognition of academic work.
3. Assuming more leadership roles & administrative responsibilities both at home and in national/international organizations.
4. Increasing stature in the scientific and radiology communities.
5. Higher honors & awards (FACR, Gold Medal, ISMRM Fellow, etc).
6. Continued excellence in teaching.
7. Appropriate level of service.

HS Clinical Series

1. Prominent role in clinical radiology coverage with appropriate clinical work for their section/division. Develop consultation relationships with the clinical services related to their subspecialty.
2. Evidence of some scholarship (1st authorship not required). Includes original papers, reviews, case reports, posters, and educational exhibits.
3. Teaching of medical students, residents, and fellows with good yearly reviews. Educational exhibits with trainees count for both teaching and research.
4. Service to the department, hospital, and medical school. Active participation in interdepartmental clinical conferences counts for both service and teaching.
5. Clinical & teaching awards are highly valued.

Accelerated Merit – Any Series

1. More than twice normal expected productivity for the review period.
2. Special honors or awards (FACR, National Academy of Science, Gold Medal, ISMRM Fellow, etc).
3. Multiple teaching awards.
4. Abundant & exceptional service (Chair, Residency Program Director, Chair of high-level committees, etc.).
5. Development of a new clinical program.

Normal Merit

Ladder & In-Residence Series

1. Continued grant support & academic productivity expected of a UC professor (3-4 papers/year, 1st or senior author on 2/year).
2. Leadership roles & administrative responsibilities appropriate for rank and step.
3. Continued excellence in teaching.
4. Appropriate level of service for rank and step.

Adjunct Series

1. Continued academic productivity expected of a UC Professor in the Adjunct Series (3-4 papers/year, 1st or senior author on 2/year).
2. Grant funding to support research.
3. Continued teaching at the undergraduate and/or graduate level.
4. Service to the research unit, department, and university.

Clinical X Series

1. Continued academic productivity expected of a UC professor in the Clinical X series.
2. Leadership roles & administrative responsibilities appropriate for rank and step.
3. Continued excellence in teaching.
4. Appropriate level of service.

HS Clinical Series

1. Continue active role in clinical radiology coverage within section/division.
2. Leadership roles & administrative responsibilities appropriate for rank and step.
3. Continued scholarship as expected in the HS Clinical Series.
4. Continued excellence in teaching.
5. Appropriate level of service for rank and step.

Other Appointments

1. HS non-salaried: No step; MSP contract, can switch to salaried position later.
2. HS voluntary: No rank or steps; for community Rads who occasionally teach or cover clinical service.
3. Professor of Practice: in Adjunct series; salary negotiable; variable % effort; for special talents who come to help with research or teaching; if < 1 year, then "Visiting".