Criteria for AC Track Promotion
Effective 7/1/2013

Components considered:

1. **Clinical Performance Evaluations** (CPE):
   - Promotion to Associate Professor requires a CPE mean above 72.
   - Promotion to Professor requires a CPE mean above 82.

   **Calculation of the Clinical Performance Evaluation**
   The CPE score is calculated as a percentage of responses from peer selected referees that "exceed expectations". References are solicited from 15 colleagues, 5 former trainees, 5 allied health professionals and the division chief or chair for a maximum of 26 evaluations. Each is asked to rate the following domains as exceeds expectations, meets expectations, or cannot evaluate: medical knowledge, clinical judgment and clinical skills; communication with other health care professionals, compassion and respect for and communication with patients; dedication and enthusiasm for patient care; professionalism and respect for colleagues, trainees, and allied professionals; overall performance. The committee discussed how to weigh each item and assigned the highest weight to questions 1 and 6. The responses to questions 2, 3, 4 and 5 are considered together and that result is averaged with question 1 and question 6. The final score is the average across all raters.

2. **Teaching Performance**:
   - Since there is more than 1 teaching domain (UME clinical, UME didactics, GME clinical etc), a faculty member would need to exceed expectations in 1 domain and fall below in no domains in order to be eligible for promotion.

3. **Distinguishing Contributions**: (Innovative contributions to education and clinical care)
   - Leadership roles
   - Program development
   - Delivery of care
   - Curriculum innovation
   - Teaching materials
   - Patient safety and quality improvement
   - Mentoring of junior faculty
   - Community service
   - Other

**Promotion Standards**:

1. **Eligibility for promotion to Associate Professor**:
   - Completion of 6 full years in track or the equivalent
   - CPE mean greater than 72
   - Teaching that exceeds expectations in at least one domain and does not fall below expectations in any domain.

2. **Eligibility for promotion to Professor**:
   - 5 years at the Associate level
   - CPE mean greater than 82
   - Teaching that exceeds expectations in 50% or more domains and does not fall below expectations in any domain
   - Distinguishing contributions