

**PROMOTION CRITERIA MATRIX  
UNIVERSITY OF VERMONT LARNER COLLEGE OF MEDICINE**

NOTE: The following is intended to present examples only of various levels of accomplishment in the areas of teaching, research, clinical activity, scholarship and service. It is not exclusionary, but is intended to assist faculty, department chairs and promotion committees in matching candidates' accomplishments to the promotion criteria. Moreover, areas frequently overlap in practice, although they are presented as distinct entities here. It should also be noted that the matrix specifies just two categories, expectations and excellence. Professors will need to achieve excellence by a number of criteria. Associate Professors will have met fewer of these criteria or in not as great depth. The promotion process is meant to describe and reward continued professional growth and achievement.

<b>TEACHING</b>	
<u>Expectation</u>	<u>Excellence</u>
Active participation in teaching activities of the department, college or university, including two or more of the following: presenting lectures covering one or more topics; coordinating a course; acting as a primary instructor in a course; advising or mentoring students, residents or faculty; attending on an inpatient or outpatient service; organizing or facilitating a seminar series, journal clubs or laboratory exercises; participating as a teacher in continuing education activities.	Regularly assumes greater than average share of teaching duties –in classroom, laboratory, clinical or community settings.
Meritorious teaching evaluations from students and peers.	Consistently receives outstanding teaching evaluations or teaching awards.
Development or redevelopment of teaching materials for students, continuing education courses or other faculty training.	Recognition as an outstanding and influential role model for students, fellows, residents or other trainees.





**SERVICE: GENERAL**

**Expectation**

Service on committees or task forces within the program, division, department, school or university.

**Excellence**

Regularly assumes greater than average share of administrative.1(i.1(i.891(er2.1(e)-12.1-1.1(pol)3.1( n3.1(t)-.891(b)-.9a

**SERVICE: CLINICAL ACTIVITY - (if applicable)**

<u>Expectation</u>	<u>Excellence</u>
Invitations to speak on clinical topics on campus, or participation on institutional clinical care committees.	Creative, active participation and leadership in the evaluation of the effectiveness of care (quality, outcomes, patient safety, utilization, access, cost).
[REDACTED] clinical satisfaction, patient care).	Continuing, significant participation for an extended period of time in clinical activities that are highly effective – “the go to person”.

**SERVICE: CLINICAL ACTIVITY (continued)**

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This section of the Promotion Matrix presents examples of the scholarship of discovery, teaching,

**SCHOLARSHIP OF APPLICATION**

The “scholarship of application” includes activities that build bridges between theory and practice or that apply knowledge to practical problems. Examples include development of new medical treatment modalities, clinical care pathways, or other activities that address community health care needs, that shape public policy on health care or that that promote quality of care delivery and patient safety and advance the science and practice of health care quality improvement.

**Engaged**

**Excellent**

Active participation in activities that promote health care quality, cost-efficiency, access or



**SCHOLARSHIP OF INTEGRATION**

The “scholarship of integration” (horizontal scholarship) includes creative synthesis or analyses that define “connections across disciplines” or bring new insights to bear on original research. The scholarship of integration seeks to interpret, analyze and draw together the results of the original research. Review articles and book chapters are examples of the scholarship of integration.

**Engaged**

Co-authorship of articles integrating knowledge in a field and assessing overall value of discoveries in relationship patient care, teaching or other areas.

**Excellent**

Consistent record of senior-author review or other scholarly products; these reviews or other integrative works represent a major body of