

University of Massachusetts Medical School Academic Personnel Policy: Tables of Expected Achievements

Table 1. Health Care Delivery: Examples that Provide Evidence of Achievement at Each Level
Entry Level
Expertise in a clinical specialty, demonstrated by: • <i>Local</i> recognition for contributions to health care delivery • Advanced degrees (e.g., MPH, MHA) and/or certification in clinical practice or related areas A record of scholarship that may include: • Peer-reviewed publications, usually as first and middle author, case reports, book chapters, and/or reviews • Presentations at professional meetings
Established Level
Excellence in a clinical specialty with <i>local/regional impact</i>, demonstrated by: • Major responsibility for and/or leadership of a clinical program and/or quality initiative • A unique clinical program, diagnostic test, and/or intervention with documented outcomes • Innovative approaches that improve safety, quality, and/or efficacy of healthcare delivery • A defined role in patient-oriented or other area of research, including industry-supported clinical trials • Funding for innovations in health care delivery, clinical, and/or translational research as a principal investigator, co-investigator, or contributor to team projects • A defined role and/or leadership in team or multi-center projects in health care delivery • Identification by peers as a role model in clinical practice and professionalism A record of scholarship that may include: • Peer-reviewed publications, usually as first and senior author, case reports, book chapters, and/or reviews, including publication of multidisciplinary studies as an author or a named member of an authorship group • Safety and quality studies, standards of care, policies, models of care coordination, guidelines, and/or protocols for patient treatment or delivery of care <i>Local/regional</i> recognition for clinical expertise and/or health care delivery, demonstrated by • Clinical consulting and referrals • Honors and awards for clinical expertise and/or health care delivery • Invited presentations and presentations at professional meetings
Senior Level
A sustained record of excellence in a clinical specialty with <i>regional/national impact</i>, demonstrated by: • Leadership of a clinical program and/or quality initiative • A unique clinical program, diagnostic test, and/or intervention with documented outcomes • Innovative approaches that improve safety, quality and/or efficacy of healthcare delivery • Leading role, often as principal investigator, in patient-oriented or other area of research, including industry-supported clinical trials • Funding for innovations in health care delivery, clinical, and/or translational research, primarily as a principal investigator • Leadership and/or defined role in team or multi-center projects in health care delivery • Identification by peers as a role model in clinical practice and professionalism A sustained record of exceptional scholarship that may include: • Peer-reviewed publications, usually as senior author, that have an impact on the field • Books, book chapters, reviews, and/or textbooks that are recognized as authoritative and are highly cited • Continuing record of publication, as a senior author or a named member of an authorship group, of multidisciplinary studies that have an impact on the field • Safety and quality studies, standards of care, policies, models of care coordination, guidelines, and/or protocols for patient treatment or delivery of care <i>National/international</i> recognition for clinical expertise and/or health care delivery, demonstrated by • <i>National/international</i> honors and awards for clinical expertise and/or health care delivery • Invited presentations and presentations at <i>national/international</i> professional meetings • Leadership of <i>national/international</i> professional or disciplinary organizations