

Brown Promotion Criteria and Department of Medicine Guidelines for Senior Ranks

Faculty in the Research Scholar, Teaching Scholar and (Research) tracks are physicians, research scientists or health or allied science professionals whose primary professional efforts are as employees of Brown or of an affiliated organization(s). Faculty in this category are voting members of the Brown University faculty in accordance with the Faculty Rules and Regulations of Brown University.

Faculty in these tracks at the Associate Professor or Professor levels are expected to have a significant educational/mentoring role, a national reputation in their area of expertise and a record of scholarship that contributes new knowledge as exemplified by publications in highly regarded, peer-reviewed publications.

Faculty in the Clinical Educator and Clinical tracks may be physicians or health and allied science professionals who may be employees of affiliated organizations, of Brown University or be community-based practitioners. Clinician Educators are employees of Brown or of an affiliated organization and are obligated to provide a minimum of 200 hours of annual teaching, advising, mentoring and/or service to the department or to Brown University. Clinical faculty are obligated to provide a minimum 100 hours of annual teaching, advising, mentoring and/or service to their department or to Brown University. Faculty with these titles have voting rights only within their department and the Medical School, and/or School of Public Health in accordance with the Faculty Rules and Regulations of Brown University.

Faculty in these tracks are expected to provide excellence in teaching, advising and/or mentoring, contribute to education and research programs, present evidence of a regional or national reputation and in the case of Clinician Educator demonstrate scholarly achievement.

There is no exact formula for summarizing the multiple criteria in these multiple tracks. Rather each individual faculty member is evaluated on his/her own merits and judgment of the Promotions Committee as to how well the faculty member's work corresponds to the Brown University criteria and to the more detailed Department of Medicine Promotion Guidelines.

Associate Professor of Medicine, Research Scholar Track

Brown Criteria

A faculty member who has established an independent or collaborative, productive research program, supported by external, peer-reviewed grants and having reasonable assurance of continuity and productivity. A continuous record of highly regarded research publications since the previous appointment or promotion is required. The individual must have a national reputation in his/her area of research. A demonstrated record of excellence in teaching, advising, and/or mentoring is expected. Excellent clinical skills will be given positive consideration. Service contributions to the University, its affiliates and the profession will be given positive consideration where a substantial role can be documented.

Department of Medicine Guidelines

General Principles:

1. Except in unusual circumstances, candidates will be considered for promotion to Associate Professor 8 years after initial appointment to the Assistant Professor level. Preparation usually begins at 7 years.
2. If possible, the candidate should declare his or her track after the first term.
3. Regardless of track, the Department expects candidates for promotion to Associate Professor will have performed significant scholarly work and will have actively participated in teaching

Major Criterion: Independent, or collaborative, team-based productive research program

1. Grant support from independent, competitive, peer-reviewed grants such as NIH RO1
2. Grant support from multi-centered team-based external collaborative (e.g.UO1) or equivalent (does not have to be PI) studies
 - a. Leadership in investigator-initiated national and/or international clinical trials may serve as evidence of an independent research program
 - b. For faculty in disciplines where collaborative, team-based research is the norm, the contribution should be substantive and distinct.
 - c. Examples of substantive and distinct contributions include demonstration of significant leadership such as participation in formal committees. Intellectual involvement in the development of protocols, data analysis, and publication of data are required. Serving only as the site investigator of a multi-centered trial is not adequate.
 - d. Mentored awards (K-type) and PI as a new investigator on a project in a P20 (COBRE) are generally not sufficient evidence of an independent research program.
 - e. Small foundation (e.g. <\$50,000) or developmental grants are generally not sufficient
 - f. Participating as a site investigator for a pharmacy supported trial is not sufficient.

3. Pharmaceutical company supported research may serve as evidence of research productivity if the investigator is involved in the creation and leadership of protocols, and the research is of major scientific importance.

Major Criterion: Continuous record of publications

1. Approximately 15 publications since appointment to Assistant Professor
 - a. Published in highly regarded, peer-reviewed, competitive journals
 - b. At least half as first, second or senior author
2. Original patents and inventions may be considered evidence of academic productivity
3. Alternative publications such as book chapters will be regarded positively but are not sufficient

Major Criterion: Continuous record of excellent teaching, mentoring and/or advising

1. Evidence for regular clinical and/or laboratory-based teaching, mentoring and/or advising of students, graduate students, residents, or fellows
2. Excellent to outstanding teaching evaluations
3. Awards
4. Demonstrates an appropriate number of teaching activities

Major Criterion: National reputation

1. Significant Outside speaking engagements
 - a. Visiting faculty or professorships, Grand Rounds at academic institutions outside RI
 - b. Invited presentations (not abstracts) at national or international meetings
2. Participation in NIH or other national study sections or multi-institutional studies
3. Editorial board of a peer-reviewed journal
4. Participation in national organizations (program chair, advisory committees, etc.)

Major Criterion: Demonstrated commitment to diversity, equity, and inclusion

1. Effort toward advancing diversity, equity, and inclusion in at least one area for which candidate is evaluated.
 - a. Research
 - b. Teaching
 - c. Clinical care
 - d. Service.

Minor Criterion: Excellent Clinical Skills

1. Evaluations by peers or supervisor
2. Evaluation by students and residents

Minor Criterion: Substantial service contributions

1. Committee participation

- a. Hospital
- b. University
- c. Community
- d. National organizations**

Associate Professor of Medicine, Teaching Scholar Track

Brown Criteria

A faculty member who has a major educational role in a University-sponsored or affiliated program and who exhibits excellence and innovation in teaching. The individual must have a national reputation in his/her area of expertise. A continuous record of scholarship since the last appointment or promotion is expected. Excellent clinical skills will be given positive consideration. Service contributions to the University, its affiliates or the profession will be given positive consideration where a substantial role can be documented.

Department of Medicine Guidelines

General Principles:

1. Except in unusual circumstances, candidates will be considered for promotion to Associate Professor 8 years after initial appointment to the Assistant Professor level. Preparation usually begins at 7 years.
2. If possible, the candidate should declare his or her track after the first term.
3. Regardless of track, the Department expects candidates for promotion to Associate Professor will have performed significant scholarly work and will have actively participated in teaching

Major Criterion: Assumed a major teaching role in a University program

1. Leadership or major contribution to a required course as represented by course director, training program director, or equivalent
2. Supervision of University-sponsored residency or fellowship program
3. Major teaching role without a leadership title may be sufficient, if well documented, significant, and demonstrates excellence and innovation

Major Criterion: Excellence and innovation in teaching

1. Excellent to outstanding teaching evaluations which should span many years and represent most if not all teaching venues
2. Awards
3. Course materials or curricula in any format may be submitted

Major Criterion: National reputation

1. Significant Outside speaking engagements
 - a. Visiting faculty or professorships, Grand Rounds at academic institutions outside RI
 - b. Invited presentations at national or international meetings
 - c. Presentations at seminars and workshops
2. Participation in multi-institutional research studies
3. Editorial board of a peer-reviewed journal
4. Participation in national organizations (program chair, advisory committees, etc.)

5. Media such as videos, websites, blogs and social media may be considered as evidence of a national reputation
6. Regional activities alone are not sufficient

Major Criterion: Continuous record of Scholarship

1. Approximately 15 publications since appointment to Assistant Professor
 - a. Published in peer-reviewed, competitive journals
 - b. At least half as first, second, or senior author
2. Textbooks, book chapters, curricula models, descriptions of clinical issues, audio-visual materials, or e-publications can be counted for up to one third of the required number of peer-reviewed publications.
3. Participation in published clinical guidelines or other documents sponsored by the NIH or national professional organizations are viewed favorably.

Major Criterion: Demonstrated commitment to diversity, equity, and inclusion

2. Effort toward advancing diversity, equity, and inclusion in at least one area for which candidate is evaluated.
 - e. Research
 - f. Teaching
 - g. Clinical care
 - h. Service.

Minor Criterion: Exceptional clinical skills

Evidence of outstanding clinical ability

Minor Criterion: Substantial service contributions

Committee participation

- a. Hospital
- b. University
- c. Community
- d. National organizations

Associate Professor of Medicine, (Research) Track

Brown Criteria

A faculty member who has established an independent or collaborative, productive research program, with a reasonable assurance of continuity or productivity. The individual must have a national reputation in his/her area of research. Teaching, advising, and/or mentoring and service contributions to the University, its affiliates or the profession will be given positive consideration where a substantial role can be documented.

Department of Medicine Guidelines

General Principles:

1. Except in unusual circumstances, candidates will be considered for promotion to Associate Professor 8 years after initial appointment to the Assistant Professor level. Preparation usually begins at 7 years.
2. If possible, the candidate should declare his or her track after the first term.
3. Regardless of track, the Department expects candidates for promotion to Associate Professor will have performed significant scholarly work and will have actively participated in teaching

Major Criterion: Independent or collaborative, productive research program

1. Grant support from independent, external, competitive, peer-reviewed grants such as NIH RO1
2. Grant support from multi-centered team-based external collaborative, (e.g. UO1) or equivalent (does not have to be PI) studies
 - a. Leadership in investigator-initiated national and/or international clinical trials may serve as evidence of an independent research program
 - b. Demonstration of significant leadership such as participation in formal committees, intellectual involvement in the development of protocols, and analyzing and possibly presenting data is required. Serving only as the site investigator of a multi-centered trial is not adequate.
 - c. Mentored awards (K-type) and Project PI in a P20 (COBRE) are usually not sufficient evidence of an independent research program
 - d. Small foundation (<\$50,000) or developmental grants are generally not sufficient

Major Criterion: Continuous record of publications

1. Approximately 15 publications since appointment to Assistant Professor
 - a. Published in peer-reviewed, competitive journals
 - b. At least half as first, second or senior author
2. Original patents and inventions are evidence of academic productivity

Major Criterion: National reputation

1. Significant Outside speaking engagements

- a. Visiting professorships, Grand Rounds at academic institutions outside RI
- b. Invited presentations (not abstracts) at national or international meetings
2. Participation in NIH or other national study sections or multi-institutional studies
3. Editorial board of peer-reviewed journal
4. Participation in national organizations (program chair, advisory committees, etc.)

Major Criterion: Demonstrated commitment to diversity, equity, and inclusion

1. Effort toward advancing diversity, equity, and inclusion in at least one area for which candidate is evaluated.
 - a. Research
 - b. Teaching
 - c. Clinical care
 - d. Service.

Minor Criterion: Teaching contributions

1. No teaching requirement for this track but it is generally expected that the candidate will have served as a mentor or advisor for trainees working in the laboratory; excellent evaluations for mentoring and/or advising is expected.
 - a. Undergraduate, graduate or medical students
 - b. Residents, fellows, or post-doctoral fellows
 - c. Faculty should maintain a list of past mentees with the duration and nature of relationship
 - d. Record of abstracts, publications, presentations, lectures by trainees based on work they supervised

Minor Criterion: Substantial service contributions

1. Committee participation
 - a. Hospital
 - b. University
 - c. Community
 - d. National organizations

Associate Professor of Medicine, Clinician Educator Track

Brown Criteria

A faculty member who has demonstrated substantial involvement and documented recognition as excellent in teaching, advising, and/or mentoring, and as a practitioner, and who has made important contributions to a clinical or research program. The individual must have a regional reputation in his/her area of expertise. Scholarly activity is required. Service to the University, its affiliates or to the profession will be given positive consideration where a substantial role can be documented.

Department of Medicine Guidelines

General Principles:

1. Except in unusual circumstances, candidates will be considered for promotion to Associate Professor 8 years after initial appointment to the Assistant Professor level. Preparation usually begins at 7 years.
2. Candidates will have demonstrated excellence in teaching, mentoring, advising and/or clinical research

Major Criterion: Excellence in teaching, advising or mentoring

1. Minimum 200 hours of teaching, advising and/or mentoring per year medical students, residents, fellows
2. Excellent to outstanding evaluations
3. Awards

Major Criterion: Contribution to a clinical service or clinical research program

1. Made important contributions to a clinical or research program
2. Program has acquired peer-recognition due to candidate's contributions

Major Criterion: Regional leadership reputation

1. Participation and leadership in regional professional organizations (program chair, advisory committees, etc.)
2. Invited lectures

Major Criterion: Scholarly achievement is required

1. Curricula development, new courses, electives, syllabi, and teaching workshops and/or clinical guideline development.
2. Publications

Major Criterion: Demonstrated commitment to diversity, equity, and inclusion

1. Effort toward advancing diversity, equity, and inclusion in at least one area for which candidate is evaluated.
 - a. Research
 - b. Teaching
 - c. Clinical care
 - d. Service.

Minor Criterion: Service contributions demonstrating a substantial role

1. Committee participation
 - a. Hospital
 - b. University
 - c. Community
 - d. National organizations

Clinical Associate Professor of Medicine

Brown Criteria

A faculty member who has demonstrated a high level of skill in teaching, advising, and/or mentoring, and as a practitioner, and who has contributed actively to clinical or research programs. The individual must have a regional reputation in his/her area of expertise. Scholarly activity will be given positive consideration. Service to the University, its affiliates or to the profession will be given positive consideration where a substantial role can be documented.

Department of Medicine Guidelines

General Principles:

1. Except in unusual circumstances, candidates will be considered for promotion to Associate Professor 8 years after initial appointment to the Assistant Professor level. Preparation usually begins at 7 years.
2. Candidates will have demonstrated excellence in teaching, mentoring, advising and/or clinical research

Major Criterion: Excellence in teaching, advising and/or mentoring

1. Minimum 100 hours of teaching per year
2. Excellent to outstanding evaluations
3. Awards

Major Criterion: Contribution to educational and/or research programs

1. Participation in medical courses, clinical rotations, residency programs and/or research programs
2. Participation in conferences, invited lectures, seminars, Grand Rounds, and at the bedside

Major Criterion: High level of skill as practitioner, teacher, or allied health professional

1. Preparation and presentation of materials in a well-organized, current, and stimulation manner
2. Recognition as a clinical role model and mentor for medical students and house staff

Major Criterion: Provide high quality patient care

Major Criterion: Acknowledged standing in Medical School Faculty and professional community

1. Have a regional reputation in his/her area of expertise
2. A position of leadership within the hospitals and local medical community

3. Participation and membership in local, regional, and/or national professional organizations

Major Criterion: Demonstrated commitment to diversity, equity, and inclusion

1. Effort toward advancing diversity, equity, and inclusion in at least one area for which candidate is evaluated.
 - a. Research
 - b. Teaching
 - c. Clinical care
 - d. Service.

Minor Criterion: Record of Publications

1. Publications are given positive consideration.

Minor Criterion: Service contributions are given positive consideration.

1. Committee participation
 - a. Hospital
 - b. University
 - c. Community
 - d. National organizations

Professor of Medicine, Research Scholar Track

Brown Criteria

A faculty member who has established an independent or collaborative productive research program supported primarily by sustained, significant external, peer-reviewed grants. For faculty in disciplines where collaborative, team-based research is the norm, the contribution should be substantive and distinct. A continuous record of highly regarded research publications since the last appointment or promotion is required. The individual must have an international reputation in his/her area of research. A record of excellence in teaching, advising, and/or mentoring is expected. Excellent clinical skills will be given positive consideration. Service contributions to the University, its affiliates and the profession will be given positive consideration where a substantial role can be documented.

Department of Medicine Guidelines

General Principles:

1. Except in unusual circumstances, candidates will be considered for promotion to Professor 8 years after initial appointment to the Associate Professor level. Preparation usually begins at 7 years.
2. Regardless of track, the Department expects candidates for promotion to Professor will have performed outstanding work in their area of interest and be leaders and role models for the Department both in terms of scholarly work and teaching mentoring and/or advising.

Major Criterion: **Established, independent or collaborative, team-based productive research program**

1. Sustained significant, independent, grant support (e.g. NIH RO1)
2. Collaborative, team-based, external, competitive, peer-reviewed
 - a. PI of an NIH RO1 or multi-centered collaborative grant or equivalent
 - b. PI or leadership in investigator-initiated or collaborative, team-based national and/or international clinical trials may serve as evidence of an independent or collaborative, team-based research program
 - c. PI of a T32, R25 or other institutional training grant
 - d. For faculty in disciplines where collaborative, team-based research is the norm, the contribution should be substantive and distinct.
 - e. Examples of substantive and distinct contributions include demonstration of significant leadership by serving as members of a national or international protocol committee or by participation in other formal committees such as the executive, committee or statistical committee. Further evidence is evidence demonstrating intellectual involvement in the development of protocols, and in analyzing and presenting data. Serving only as the site investigator of a multi-centered trial is not adequate.
 - f. Small foundation or developmental grants are generally not sufficient

3. Pharmaceutical company supported research may serve as evidence of research productivity if the investigator is involved in the creation and leadership of the protocol and the research represents important scientific information.

Major Criterion: Continuous record of productivity and publications

1. Approximately 40 original publications
 - a. Original work published in peer-reviewed, competitive journals
 - b. At least half as first or senior author
 - c. Significant new publications since promotion to Associate Professor
2. Original patents and inventions may be considered evidence of academic productivity
3. Other publications including books, curricula, book chapters and clinical guidelines are viewed positively but are not sufficient by themselves

Major Criterion: Continuous record of excellent teaching, mentoring and/or advising

1. Evidence for regular clinical and/or laboratory-based teaching, mentoring and/or advising of students, graduate students, residents, or fellows
2. Excellent to outstanding teaching evaluations
3. Awards

Major Criterion: International reputation

1. Significant Outside speaking engagements
 - a. Visiting professorships, Grand Rounds at national and international institutions
 - b. Invited presentations (not abstracts) at national and international meetings
2. Participation in NIH or other national study sections or multi-institutional studies
3. Editorial board of peer-reviewed journals
4. Meaningful participation in national or international organizations (program chair, advisory committees, etc.)
5. International referee letters

Major Criterion: Demonstrated commitment to diversity, equity, and inclusion

1. Effort toward advancing diversity, equity, and inclusion in at least one area for which candidate is evaluated.
 - a. Research
 - b. Teaching
 - c. Clinical care
 - d. Service.

Minor Criterion: Substantial service contributions

1. Committee participation
 - a. Hospital
 - b. University
 - c. Community

d. National organizations

Professor of Medicine, Teaching Scholar Track

Brown Criteria

A faculty member who has exceptional teaching skills and who has continued to lead educational programs. Excellence and innovation in teaching is expected. The individual must have a national reputation as an educator in his/her area of expertise. A continuous record of scholarship since the last appointment or promotion is expected. Excellent clinical skills will be given positive consideration. Service contributions to the University, its affiliates, or the profession will be given positive consideration where a substantial role can be documented.

Department of Medicine Guidelines

General Principles:

1. Except in unusual circumstances, candidates will be considered for promotion to Professor 8 years after initial appointment to the Associate Professor level. Preparation usually begins at 7 years.
2. Regardless of track, the Department expects candidates for promotion to Professor will have performed outstanding work in their area of interest and be leaders and role models for the Department both in terms of scholarly work and teaching mentoring and/or advising.

Major Criterion: National reputation as teaching scholar

1. Significant Outside speaking engagements
 - a. Visiting professorships, Grand Rounds at national and international academic institutions
 - b. Invited presentations (not abstracts) at national and international meetings
2. Participation in NIH or other national study sections or multi-institutional studies
3. Editorial board of peer-reviewed journals
4. Participation in national organizations (program chair, advisory committees, etc.)
5. Media such as videos, websites, blogs and social media may be considered as evidence of a national reputation

Major Criterion: Exceptional educator skills

1. Major contribution to a University course or program
 - a. Leadership as course director, training program director, or equivalent
 - b. New or qualitatively different contributions or roles since promotion to Associate
2. Supervision of University-sponsored residency or fellowship program

Major Criterion: Excellence and innovation in teaching

1. Excellent to outstanding teaching evaluations
 - a. Should span many years and represent most if not all teaching venues
2. Awards

3. Course materials or curricula in any format may be submitted

Major Criterion: Continuous record of publications

1. Approximately 30 original publications
 - a. Original work published in peer-reviewed, competitive journals
 - b. At least half as first or senior author
 - c. Significant new publications since promotion to Associate ProfessorTextbooks, curricula models, descriptions of clinical issues, audio-visual materials, e-publications, published clinical guideline development, or book chapters may be counted up to one third the number of required original publications to satisfy this criterion.

Major Criterion: Demonstrated commitment to diversity, equity, and inclusion

1. Effort toward advancing diversity, equity, and inclusion in at least one area for which candidate is evaluated.
 - a. Research
 - b. Teaching
 - c. Clinical care
 - d. Service.

Minor Criterion: Exceptional clinical skills

1. Evidence of outstanding clinical ability

Minor Criterion: Substantial service contributions

1. Committee participation
 - a. Hospital
 - b. University
 - c. Community

Professor of Medicine, (Research) track

Brown Criteria

A faculty member who has established an independent or collaborative program of high-quality productive research supported by sustained, significant, external, peer-reviewed grants and who has continued to demonstrate research productivity since the previous appointment or promotion. For faculty in disciplines where collaborative, team-based research is the norm, the contribution should be substantive and distinct. An international reputation for research in his/her area of expertise is required. Teaching, advising, and/or mentoring and service contributions to the University, its affiliates and the profession will be given positive consideration where a substantial role can be documented.

Department of Medicine Guidelines

General Principles:

1. Except in unusual circumstances, candidates will be considered for promotion to Professor 8 years after initial appointment to the Associate Professor level. Preparation usually begins at 7 years.
2. Regardless of track, the Department expects candidates for promotion to Professor will have performed outstanding work in their area of interest and be leaders and role models for the Department both in terms of scholarly work and teaching mentoring and/or advising.

Major Criterion: Established, independent or collaborative investigator

1. Sustained significant, independent or collaborative, team based external, competitive, peer-reviewed grant support
 - a. PI of an NIH RO1 grant or UO1 or equivalent
 - b. Leadership in investigator-initiated national and/or international clinical trials may serve as evidence of an independent research program
 - c. Demonstration of significant leadership by serving as Chair of a national or international protocol or by participation in formal committees (such as an executive or writing committee), intellectual involvement in the development of protocols, and in analyzing and presenting data
 - d. Small foundation or developmental grants are generally not sufficient

Major Criterion: Continuous record of productivity and publications

1. Approximately 40 original publications
 - a. Original work published in peer-reviewed, competitive journals
 - b. At least half as first or senior author
 - c. Significant new publications since promotion to Associate Professor

2. Original patents and inventions may be considered evidence of academic productivity

Major Criterion: International reputation

1. Significant Outside speaking engagements
 - a. Visiting professorships, Grand Rounds at national and international institutions
 - b. Invited presentations (not abstracts) at national and international meetings
2. Participation in NIH or other national study sections or multi-institutional studies
3. Editorial board of peer-reviewed journals
4. Meaningful participation in national organizations (program chair, advisory committees, etc.)
5. International referee letters

Major Criterion: Demonstrated commitment to diversity, equity, and inclusion

1. Effort toward advancing diversity, equity, and inclusion in at least one area for which candidate is evaluated. This may include research, teaching, clinical care, and/or service.

Minor Criterion: Teaching contributions

1. No teaching requirement for this track but it is generally expected that the candidate will have served as a mentor or advisor for trainees working in the laboratory. Excellent evaluations for mentoring and/or advising is expected.
 - a. Undergraduate, graduate or medical students
 - b. Residents, fellows, or post-doctoral fellows
 - c. Faculty should maintain a list of past mentees with the duration and nature of relationship
 - d. Record of abstracts, publications, presentations, lectures by trainees based on work they supervised

Minor Criterion: Substantial service contributions

1. Committee participation
 - a. Hospital
 - b. University
 - c. Community
 - d. National professional organizations

Professor of Medicine, Clinician Educator Track

Brown Criteria

A faculty member who has demonstrated substantial involvement and documented recognition as an excellent teacher, advisor, and/or mentor, and as a practitioner, and who has made important contributions to a clinical or research program. The individual must have a national reputation in his or her area of expertise. Scholarly activity is required. Service to the University, its affiliates or to the profession will be given positive consideration where a substantial role can be documented.

Department of Medicine Guidelines

General Principles:

1. Except in unusual circumstances, candidates will be considered for promotion to Professor 8 years after initial appointment to the Assistant Professor level. Preparation usually begins at 7 years.
2. Candidates will have demonstrated excellence in teaching and/or clinical research

Major Criterion: Excellence in teaching, advising or mentoring

1. Minimum 200 hours of teaching, advising and/or mentoring per year medical students, residents, fellows
2. Excellent to outstanding evaluations
3. Awards

Major Criterion: Established leader of a clinical service or clinical research program

1. Program has acquired a national reputation due to faculty's leadership
2. Leadership or major contribution to a required course, University-sponsored residency or fellowship program, or substantive elective course offered yearly

Major Criterion: Sustained scholarly productivity

1. Approximately 20 publications
 - a. At least half as first or senior author
 - b. Original peer-reviewed publications, reviews, textbooks, book chapters, curricula development, new courses, electives, syllabi, and teaching workshops

Major Criterion: National reputation

1. Significant Outside speaking engagements
 - a. Visiting professorships, Grand Rounds at academic institutions outside RI
 - b. Invited presentations (not abstracts) at national or international meetings
2. Participation in NIH or other national study sections or multi-institutional studies
3. Editorial board of a peer-reviewed journal
4. Participation in national organizations (program chair, advisory committees, etc.)
5. Media such as videos, websites, blogs and social media may be considered as evidence of a national reputation

Major Criterion: Demonstrated commitment to diversity, equity, and inclusion

1. Effort toward advancing diversity, equity, and inclusion in at least one area for which candidate is evaluated.
 - a. Research
 - b. Teaching
 - c. Clinical care
 - d. Service.

Minor Criterion: Service contributions demonstrating a substantial role

1. Committee participation
 - a. Hospital
 - b. University
 - c. Community
 - d. National organizations

Clinical Professor of Medicine

Brown Criteria

A faculty member who has demonstrated excellence in teaching, advising, and/or mentoring, and as a practitioner, and who has contributed actively to clinical or research programs. The individual must have a national reputation in his or her area of expertise. Evidence of scholarly activity is required. Service to the University, its affiliates or to the profession will be given positive consideration where a substantial role can be documented.

Department of Medicine Guidelines

General Principles:

1. Except in unusual circumstances, candidates will be considered for promotion to Professor 8 years after initial appointment to the Assistant Professor level. Preparation usually begins at 7 years.
2. Candidates will have demonstrated excellence in teaching and/or clinical research

Major Criterion: Excellence in teaching

1. Minimum 100 hours of teaching, advising and/or mentoring per year
2. Excellent to outstanding evaluations
3. Awards

Major Criterion: Contribution to educational and/or research programs

1. Participation in medical courses, clinical rotations, residency and/or research programs
2. Participation in conferences, invited lectures, seminars, Grand Rounds, and at the bedside

Major Criterion: Competence as practitioner, teacher, or allied health professional

1. Preparation and presentation of materials in a well-organized, current, and stimulation manner
2. Recognition as a clinical role model and mentor for medical students and house staff

Major Criterion: Provide high quality patient care

Major Criterion: Leadership position in Medical School Faculty and professional community

1. Have a national reputation in his or her areas of expertise.
2. A position of leadership within the hospitals and local medical community

3. Participation and membership in local, regional, and national professional organizations
4. Media such as videos, websites, blogs and social media may be considered as evidence of a national reputation

Major Criterion: Sustained scholarly productivity required.

1. Approximately 15 original publications
 - a. At least half as first or senior author
 - b. Original publications, textbooks, reviews, curriculum models, e-publications, or book chapters

Major Criterion: Demonstrated commitment to diversity, equity, and inclusion

1. Effort toward advancing diversity, equity, and inclusion in at least one area for which candidate is evaluated.
 - a. Research
 - b. Teaching
 - c. Clinical care
 - d. Service.

Minor Criterion: Service contributions, its affiliates or to the profession will be given positive consideration where a substantial role can be documented.

1. Committee participation
 - e. Hospital
 - f. University
 - g. Community
 - h. National organizations