

Promotion Milestones

Name, Degree

Current Rank Date of Last Promotion - Present

	Activity	Achievement					
	Year Since Last Promotion	'17	'18	'19	'20	'21	'22
A. Teaching	A1a. Local teaching award	X					
	A1b. Professional society teaching award						
	A1c. Excellence in student and peer teaching evaluations						
	A2. Leadership in curriculum development						
	A3a. Development of new program or improvement of existing program						
	A3b. Invited presentation for continuing education/professional program						
	A4. Effective guidance, supervision, or counseling to trainees						
	A5. Administrative or leadership role in school/department for curriculum						
	A6. Publication of papers						
	A7. Presentations on education/related topics						
	A8. Development of innovative materials for educational program						
	A9. Mentoring or role model recognition						
	A10. Receipt of educational research grant						
B. Service	A11. Supervision of teaching staff within school/department/division						
	A12. Sustained productivity in medical education research						
	A13. Sustained recognition as role model						
	B1. Recognition for expertise or excellence in patient care						
	B2. Staff responsibility for a specific area of patient care						
	B3. Director/co-director or vital role in research core lab						
	B4. Leadership in local committee						
	B5. Mentorship of junior faculty						
	B6. Development of local policies or guidelines that improve patient care						
	B7. Leadership in community outreach						
	B8. Development of national policies or guidelines that improve patient care						
	B9. Election and service to national societies						
	B10. Publications or presentations at professional meetings on clinical care						
	B11. National recognition for clinical care or regional referral base						
	B12. National recognition as an authority by other schools/departments						
C. Research	B13. Appointment to responsible position within institution or affiliates						
	B14. Extensive and excellent mentorship of faculty						
	B15. Election to positions on civic boards at regional or national level						
	C1. Demonstration of research independence						
	C2. Publication of first or senior author manuscript						
	C3. Receipt of R-series or R equivalent grant						
	C4. Participation on large research team with scientific contribution						
	C5a. Presentation of research/scholarly findings at scientific meeting						
	C5b. Invited oral presentations at other institutions						
	C6. Service on thesis or dissertation committees						
	C7. Sustained funding and productivity in research area						
	C8. Recognition of excellence in research by professional/scientific organizations through awards or invitations to speak						
C9. Critical contributions to large research teams							
C10. Invitations to preside over sessions at national/international scientific meetings							
C11. Participation in external review, study section, editorial board of scientific journal							
C12. Election to recognized academic societies or to leadership roles in professional societies							

*Disclaimer: The Milestones sheet is meant to be used as a personal tracking method for promotion applicants and their mentors. It is DOES NOT in any way indicate guarantee of promotion. Email trishaparekh@uabmc.edu with questions.

Promotion Milestones Dictionary

- A1a:** Dean's Excellence Award; Departmental award in teaching (Ex. Top Ten Teaching); Divisional award in teaching
- A1b:** Regional (within AL but outside of UAB) or national professional society award
- A1c:** Evaluation scores of 4.0 and above (on 1-5 scale); Peer teaching evaluations of conferences/grand rounds with evaluation scores of 4.0 or above
- A2:** Taking responsibility for design, organization, coordination, and evaluation of a course or series of lectures
- A3a:** Critical role in the development of a program to enhance learning including simulation (Ex. Ventilator or ACLS course), board review, ethics course, didactic modules, undergraduate course, residency or fellowship teaching course, teacher training courses; Significant changes to existing program that results in measurable benefit to learners. Giving a lecture does not count as development of a program.
- A3b:** Invitation from outside university or national conference to present effective continuing education or other professional program
- A4:** Specific role or appointed designation to supervise trainees with measurable effectiveness through feedback (Ex. clinical scholars program, teaching of medical students in formal capacity (small groups), teaching on rounds with positive feedback on evaluations, training on specific method in lab, teaching procedures through simulation, teaching how to give feedback). Include detailed information on *how* you teach during clinical service or in lab.
- A5:** Leadership role in residency or fellowship program (title of fellowship director or module director; chair of education section at national conference or organizer of education symposium); can also be on curriculum competency committee with leadership role; administrative role in medical school; module leader for medical school specialty course; sustained leadership role in education; sustained leadership in innovative teaching methods
- A6:** Publications in peer reviewed journals related to education or training programs
- A7:** Presentations at professional meetings related to education; invited speaker to present medical topic content (not research) at professional meeting or grand rounds at other institutions; Invitations for speaking events or teacher training at other institutions; leadership in professional educational programs; teaching in academic educational forums
- A8:** Development of objectives, materials, or evaluation methods for innovative educational program for trainees (Ex. webinars, podcasts, online videos, text, simulation projects, educational software, youtube videos. Helpful to document # of viewers or listeners.)
- A9:** Receipt of mentoring award. Local or national recognition. Evidence that mentee has recognition for clinical excellence (Ex. mentored on how to run TKC clinic and now is in clinic leadership role) or research through publications, grants, or trainee awards.
- A10:** Serving as PI on grants for educational projects
- A11:** Provides supervision and feedback to improve training of and effectiveness of teachers
- A12:** 2-3 first or senior author publications yearly in peer reviewed journals; sustained grant funding on an innovative education or training related project; sustained presentations at professional meetings on topics related to education
- A13:** Measurable through awards, evaluations, yearly review
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- B1:** Award for clinical care excellence (Ex. Patient Experience Excellence Award, Cobbs-Rutsky award; award for clinic [patient satisfaction or excellence] that you are director of); thank you cards or notes from patients; excellent patient evaluations; serving as a consultant for other institutions for excellence or expertise in patient care (Ex. guiding set up of a transplant program) Leadership responsibilities in clinical service or education (Ex. Director or assistant director of MICU, tele-ICU, fellowship director; can show significant responsibility without title)
- B2:** Director for specific hospital area (Ex. 9S or TBICU) or clinic; Administrative or patient care-oriented roles (Ex. Director of Chronic Kidney Disease clinic)
- B3:** Critical member or PI of research core lab; vital role in training of lab members in research or clinical service
- B4:** Leadership role or critical role as member of committee (Ex. QI, sepsis, opioid or antibiotic stewardship committees, safety committees, educational committees)
- B5:** Peer reviewed publications with mentee or designated primary mentor role; measurable productivity from mentee; mentorship to take over specific role or administrative duty
- B6:** Instrumental role in developing guidelines on a local or national level (quality improvement or quality assurance guidelines, infection control, protocols for CRRT or sedation in MICU)
- B7:** Leadership role in community-based organization, church, YMCA, non-profit or public health department which involves teaching of health or disease related topics (Ex. Lead role in teaching importance of smoking cessation at community center)
- B8:** Professional society clinical guidelines (ex. Guidelines for Treatment of Community Acquired Pneumonia) or formulation of healthcare policies
- B9:** Should have a leadership role or be a committee member with a specific unique role/duty. (Ex. American Thoracic Society executive board leadership role, CHEST Committee on Burnout/Wellness member with role of promoting wellness on social media with monthly wellness updates)

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B10: Publications of manuscripts or other scholarly publications; presentations at professional meetings on topics related to unique clinical care, quality improvement, or clinical care processes

B11: Recognized as an expert in a particular area of clinical care; regional or national referral base or area of expertise; Outside UAB referrals for clinical service or expertise (Ex. transplant referral or ILD referral)

B12: Recognition as an authority by other schools and departments within UAB and by local, state, regional and national organizations or institutions; displayed through board appointments, leadership roles, awards, invitations to speak, emails from outside UAB or outside U.S. asking for advice/expertise in specific content area

B13: Ex. Chair of faculty recruitment, Vice Chair of Diversity and Inclusion, Director of Lung Health Center

B14: Multiple mentees who have received training in specific area to take over specific role (Ex. Mentee trained in ILD gets job at new institution to start new ILD program); mentees who have had continued productivity in medical education research

B15: Ex. Alabama ACP leadership, Alabama Board of Education

C1: Evidence to support separate area of research from mentor; demonstration of initiative to begin research in novel areas of interest (basic science, clinical, outcomes, population based, quality improvement, medical education)

C2: Publication of independent research findings and scholarly papers in peer-reviewed journals; book chapters in educational, research, or clinical textbooks

C3: Ex. R series grants or R grant equivalent only (will note continued funding without bridge >12 months)

C4: Participation resulting in leadership role, vital teaching role, study PI, or publication of research findings as first author or co-author

C5a: Invited abstract or oral presentation of research at scientific or professional conferences; speaker on panel (ex. Medical education, social media use in medicine, mentorship)

C5b: Grand Rounds at other universities, national or international

C6: Committee member of masters or PhD candidate dissertation committees, including post-doctoral scientists

C7: Record of sustained NIH level grant funding; continued demonstration of independence and sustained productivity through peer-reviewed publications in area of research; mentorship of trainees who have become independent investigators

C8: Receipt of recognition of excellence in research by professional or scientific institutions or organizations (awards, honors, invitation for leadership roles); Evidence of recognition by invited presentations at national and international meetings

C9: Publications in high impact journals (predominance of first or senior author papers); obtaining multicenter or superfund grants; critical involvement in research teams that inform healthcare policies

C10: Ex. Poster discussion lead, abstract presentation moderator, chair of a scientific research session

C11: Peer reviewer of manuscripts, NIH study section, or editorial board of scientific journal

C12: Election to recognized academic societies (e.g. SPR, APS. AAP, etc.); Election to leadership role in national/international society (Ex. President of American Thoracic Society); Service to NIH in any capacity