UNIVERSITY OF MINNESOTA  
Medical School Promotion Criteria and Standards  

DEPARTMENT OF PEDIATRICS  
CLINICAL SCHOLAR TRACK STATEMENT, DEPARTMENTAL ADDENDUM

I. INTRODUCTORY STATEMENT
The specific criteria and standards used to evaluate whether faculty meet the general criteria for promotion on the Clinical Scholar Track are described in the University of Minnesota Medical School Clinical Scholar Track Statement. This addendum provides more specific examples of criteria and standards which will be used by the Department of Pediatrics.

II. GENERAL DESCRIPTION
Faculty on the Clinical Scholar Track are physician clinician-educators or Ph.D clinician-educators (such as neuropsychologists). Patient care encompasses approximately 60-80% of their time. They are essential to the mission of the Medical School and the Department of Pediatrics.

III. MEDICAL SCHOOL REQUIREMENTS FOR CLINICAL SCHOLAR TRACK PROMOTION
The Medical School Clinical Scholar Track Statement details required criteria that must be met in order to be promoted. Some basic requirements include but are not limited to:

1. Publication in peer-reviewed journals  
2. At least one of the following other criteria: external research funding, development of new diagnostic or therapeutic interventions, patented medical products, invited presentations, or other peer-reviewed scholarship  
3. Teaching  
4. Service  
5. A regional reputation is required for promotion to the Associate Professor level, and a national reputation for promotion to full Professor.

IV. FOCUS AREAS OF EXPERTISE, DEPARTMENT OF PEDIATRICS
In addition to the requirements laid out by the Medical School Clinical Scholar statement, the Department of Pediatrics requires excellence in one of the following three scholarship focus areas for promotion:

1. research  
2. applied medical science / clinical scholarship  
3. professional service / publicly engaged scholarship

Promotion requires unequivocal documented evidence of high quality scholarship. Scholarship activities are expected to be sustained and productive. The definition of scholarship must be broad enough to reflect the dynamic nature of medical education and clinical practice. Demonstrating scholarship requires a measurable, well-documented “product”. While traditional products include publications, grants or teaching materials, academic products may also be non-traditional. When a Clinical Scholar is reviewed for appointment, reappointment or promotion, careful consideration is given to the quality, quantity and originality of the scholarship and to the overall level of
academic productivity. When relevant, a faculty member’s contribution to interdisciplinary teamwork is given careful consideration. Factors such as originality, indispensability and unique abilities will be considered when making this evaluation.

IV. EXAMPLES OF SPECIFIC CRITERIA FOR DEMONSTRATING SCHOLARSHIP EXCELLENCE---THE THREE FOCUS AREAS

A. Research

Individuals who choose research as their primary area of focus are expected to demonstrate research scholarship excellence with authorship on peer-reviewed papers describing original research. Research scholarship may be demonstrated by:

- Peer-reviewed papers in prominent journals (faculty on the Clinical Scholar Track do not need first or last authorship positions, but a unique, substantial and indispensable role in the project needs to be documented)
- Serving as investigators on peer-reviewed research grants (not necessarily in the principal investigator role)
- Evidence of a key role in facilitating the research activity of a department or a constituency
- Development of new technology or patented discoveries
- Involvement in major roles in regional research or laboratory activities
- Peer-reviewed and/or invited presentations at national meetings or other institutions
- Election to membership or leadership in prestigious professional societies or other recognition awards

B. Applied Medical Science and Clinical Scholarship

In additional to being superb clinicians (including excellence in outcomes of clinical activity such as morbidity/mortality, efficiency, and patient satisfaction compared to reference standards, attracting patients from a regional or national area), individuals who choose this as their academic focus area are expected to demonstrate their excellence in clinical scholarship. Examples of clinical scholarship include:

- Leadership in development of clinical programs
- Devising new methods or treatments for patient care that are adopted by peers
- Participation in translational or multi-disciplinary research
- Participation in quality services, such as quality improvement
- Publication of original articles, reviews, best clinical practices, or educational offerings in peer-reviewed journals, chapters, textbooks, syllabi, education web-based programs, or videotapes
- Serving as editor for journals or textbooks
- Invited presentations at national meetings or at other institutions
- Leadership role in regional or national pediatric service organizations, national meetings, professional societies and credentialing/board certification committees
- Election to membership or leadership in prestigious professional societies or other recognition awards
C. Professional Service / Publicly Engaged Scholarship

Professional service, based on one’s academic expertise, is that provided to the medical profession or in partnership and collaboration with the local, state, national, or international community. Candidates who choose this as their area of focus must document that their activities exceed what most faculty members do in their routine professional capacity. The service must make a measurable, significant, and visible contribution to the lives of people in the community or to the professional organization, over and above the individual’s clinical activity. Community projects involve community stakeholders as co-creators and collaborators, not just recipients of outreach services or consultation. It must be closely integrated into the traditional academic mission of clinical activity, teaching and research. Examples of scholarship related to professional service include:

- A creative and substantial leadership role in community project development and maintenance, with community engagement
- Successfully obtaining external funding for a community project
- A creative and substantial leadership role in professional practice organizations or government policy agencies with a documented impact on organizational policy or practices
- Documenting important project observations and/or impact in prominent journals, electronic media, or public service media activities
- Invited speeches regionally or nationally
- A substantial leadership role in legislative work or public policy development
- Election to membership or leadership in prestigious professional societies or other recognition awards
- Administrative institutional service may be considered as an area of professional focus if there is evidence of excellence in administrative scholarship above and beyond the basic administrative responsibilities of the individual. Examples of this scholarship include:
  - National recognition for program or policy development
  - Publishing of knowledge, skills or insights in peer-reviewed journals or electronic media or by invitation
  - Invited presentations at national meetings or other academic institutions
  - A substantial leadership role in regional or national committees or professional societies

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