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Managed by UK HealthCare

Department of Psychiatry Comprehensive Examples of Evidences of Activity That Are Appropriate For Use In Guiding The Evaluations For Promotion In the Clinical Title Series

Department Policies for Promotion in the Clinical Title Series:

1. The following include general principles that are achievable for our faculty:
 - a. Faculty are not necessarily expected to meet all enumerated milestones or Distribution of Effort (DOE) categories; however, overall activities should meet or exceed departmental milestones for appointment and promotion
 - b. To be considered for promotion, all faculty members must meet the terms outlined in their letters of appointment (or reappointment) consistent with the Departmental Statement of Evidence. As part of an academic medical center, each faculty member will demonstrate excellence in areas consistent with their DOE.
 - c. The absence of a specific DOE category in the letter of appointment (or reappointment) does not preclude promotion requirements set forth in that DOE category.
2. In general, reputation by rank is as follows:
 - a. Assistant Professor- Local achievements and recognition
 - i. Local – Within the Department of Psychiatry
 - b. Associate Professor - Regional achievements and recognition
 - i. Outside of Department within the COM/UK HealthCare system
 - ii. Outside of College of Medicine/ UK HealthCare system within Kentucky and/or the contiguous surrounding States
 - c. Full Professor – National or International achievement and recognition
 - i. Outside of Kentucky and Kentucky’s contiguous surrounding States or outside of the USA
3. On a case-by-case basis, exceptions to using Department Policies and Definitions may be approved by the Department Chair. Such expectations need to be clearly indicated in the offer letter from the Department Chair.
4. Title Series are associated with each position in the Department of Psychiatry. Faculty are eligible to apply for a newly posted positions in a new Title Series. There is no “time clock” limitations on applying to new Title Series positions.
5. Promotion that occurs earlier than six years in rank is unusual. The Department of Psychiatry APT committee may evaluate requests for early promotion as long as the candidate meets the appropriate evidence for promotion. If the ATP committee recommends an early promotion request, final approval rests with the Department Chair.

Statements of Evidence for Appointment and Promotion in the Clinical Title Series within the Department of Psychiatry

Below are lists of common performance items stratified by DOE categories. Performance should be strongly aligned with a faculty member's DOE and/or the Clinical Title Series. It is important to note that the level of achievement expected by a faculty member as it pertains to these performance lists needs to be commensurate with their promotional rank within the Clinical Title Series. These lists are not comprehensive but they should be sufficient for most applications for promotion.

Instruction

1. Outstanding teaching performance
2. Selection for a university or professional society outstanding teacher award (E.g.: Abraham Flexner Award)
3. Receipt of awards for research or academic performance by the faculty member's students
4. Receiving external grant support for teaching/learning projects
5. Receiving on a competitive basis internal funding for teaching
6. Invitation to teach at domestic or international institution
7. Invitation to teach at CME events (institutional, regional, national, international)
8. Oral or poster presentations at regional or national conferences on topics related to education
9. Evidence of success/excellence in recognition for instructional activities is provided by:
 - a. Learner ratings/evaluation
 - b. Learner outcomes (board pass rates, residency/fellowship placements, etc.)
 - c. Learner achievements, such as awards
 - d. Teaching evaluations (scores compared to course average)
 - e. Repeated invitations ("invite-backs") provide evidence of strong teaching recognition
 - f. Letters of support from course directors indicating the specific role and contributions of the faculty member

Mentoring and Advising

1. Significant contribution to the professional development of students
2. Outstanding performance as a departmental undergraduate or graduate advisor
3. Evidence of student mentoring (professional or graduate students)
4. Evidence of provision of junior faculty mentoring
5. Member or Chair of graduate student advisory committees
6. Evidence of success/excellence in mentoring/advising activities is provided by:
 - a. Trainee/learner accomplishments such as board pass rates
 - b. Trainee/learner publications or presentations

- c. Mentee faculty accomplishments – promotion, funding, publications, etc.
 - d. Letters of support from trainees
 - e. Letters of support from faculty colleagues attesting to excellence in role
7. Extensive participation in resident and/or student recruitment and selection
 8. Provision of thoughtful and useful evaluative input to Program Directors
 9. Service on the COM Admissions Committee or other relevant COM educational committees

Direction and Leadership

1. Evidence of success/excellence in mentoring/advising activities is provided by:
 - a. Trainee (graduate/post-graduate) publications, presentations, awards
 - b. Trainee degree completion/ position placement
 - c. Re-appointment in directorship role (“invite-backs”) provide evidence of strong leadership
 - d. Letters of support from trainees or faculty peers
 - e. Participation in specialty board review courses, self-assessment guides, or board question development
 - f. Other ways to demonstrate leadership include:
 - i. Direction or leadership role in administering COM courses
 - ii. Direction or leadership role in administering Graduate Medical Education programs
 - iii. Developing a new course that fills an identified need in the curriculum
 - iv. Evidence of courses taught at a rigorous and challenging level, with recognized excellence
 - v. Conducting teaching workshops
 - vi. Letters of support from Committee chair or group leader indicating the specific role and contributions of the faculty member.
2. Organizer of state, regional, national or international conference or symposium

Research/Scholarly Activity

1. Evidence of receipt of additional research training (E.g., fellowship training, graduate work in research)
2. Publications in journals
3. Significant publication and/or funding resulting from collaborative efforts with researchers in other fields where the faculty member occupies a substantial role in research
4. Publication of a chapter in a scholarly book
5. Serving as editor or member of editorial board of peer-reviewed journals
6. Presentation of invited papers at international and national meetings
7. Successful acquisition of patents and other intellectual properties
8. Letters from trainees indicating the faculty member’s role in their degree completion and/or position placement
9. Letters of support from faculty peers indicating the faculty member’s role

Service

Administration and Leadership

1. Being an officer or an active committee or subcommittee member in a national or international professional organization
2. Being an officer or an active committee or subcommittee member in a regional or state professional organization
3. Serving on a governmental commission, task force, or board
4. Serving an administrative leadership role at UK or its affiliated institutions
5. Serving as program chair or in a similar position at a national or international meeting
6. Serving as an officer or active member in the Faculty Senate or Faculty Council
7. Serving as an officer or active member of major COM or Department of Psychiatry committees
8. Serving as an officer or active member in major committees at the University hospital, VA hospital or other patient care-related facilities
9. Serving as a member of the IRB or IACUC research committees
10. Evidence of success/excellence in administration and leadership activities is provided by:
 - a. Letters of support from committee members or chair
 - b. Evidence of ascension up ranks (regional committee to national committee, committee member to chair, for example)
 - c. Assignment of measurable effort to role (on DOE; maintenance of this effort year to year is evidence of success in the position)
11. Other evidence of service to the department, University, community and/or profession

Patient Care

1. Evidence of excellence in professional service to the local community and public at large
2. Number of patient encounters
3. Number of patient referrals from outside the university
4. Provision of types of service not otherwise available in the region
5. Organizing innovative types of patient care programs
6. Evidence of excellent performance as medical director of various clinical entities
7. Serving as clinical care consultant at national and international levels
8. Evidence of substantial involvement in local, regional, national and international humanistic activities and volunteerism
9. Evidence of success/excellence in clinical activities is provided by:
 - a. Clinical productivity data compared to peers within specialty as applicable
 - b. Patient satisfaction scores compared to peers as applicable
 - c. Evidence of direct to provider referrals
 - d. Letters of support from clinical colleagues/peers (within or outside institution)
 - e. Quality metrics (e.g. LOS, O/E, infection rates)

Professional Development/Reputation

1. Continuing medical education and/or maintenance of certification hours
2. Board certification/ re-certification status

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