

## **THE UNIVERSITY OF TENNESSEE GRADUATE SCHOOL OF MEDICINE**

### **Guidance for the Assessment of Publication Productivity by GSM Academic Appointment, Promotion and Tenure Committee**

A major component of the review of faculty seeking promotion and tenure is academic productivity reflected in the quality, quantity and relevance of peer-reviewed publications.

The aim of this Guidance is to provide assistance for determining whether the applicant has achieved appropriate levels of academic productivity, evidenced in the overall quantity and quality of peer reviewed publications. This document provides guidelines for “acceptable” progress in this area for faculty at the UTHSC, the College of Medicine – Knoxville.

The new guidelines focus upon evaluation of the following metrics of productivity, which will be requested from the faculty member at the time of application:

1. The h-index of the applicant (which can be obtained from staff at the Preston Medical Library) will be determined by the higher of the Scopus and Web of Science indices.
2. Total number of peer-reviewed publications.
3. The applicant’s position in the author list and journal impact factor for each peer-reviewed publication over the last 5 years (the “5-y Power” score).

Only publications cited in PubMed with an impact factor of 1.00 or greater will be used in the calculations.

For promotion of tenured and research faculty, a recommendation for the required value for each metric is provided in the table below.

<b>Metric</b>	<b>Assistant Prof</b>	<b>Associate Prof</b>	<b>Professor</b>
h-index	2	8	15
Total publications	5	18	35
5-y Power score	10	20	50

For promotion of non-tenure clinician and clinician educators, a recommendation for the required value for each metric is provided in the table below.

<b>Metric</b>	<b>Assistant Prof</b>	<b>Associate Prof</b>	<b>Professor</b>
h-index	N/A	6	10
Total publications	3	10	20
5-y Power score	5	10	25

These numbers serve as guidelines for the assessment of faculty and do not represent the absolute score required for promotion. It will be necessary for the applicant to provide, in addition to the metrics, a narrative describing the publication history and strategy that has impacted the value of each metric.

## **APPENDIX**

The guidelines presented here are based on analysis of the publication record of current GSM faculty and determination of median values. Data were prepared by staff at the Preston Medical Library and were analyzed by two reviewers. The metric for non-tenure clinician and teachers was derived by estimating ~2/3 of the requirement of research faculty in accordance with UTHSC-Memphis values for faculty h-index data.

The 5-y Power score is calculated by multiplying the impact factor of the journal (at the current time, which can be obtained at [scijournal.org](http://scijournal.org)) by 2 for first or last author placement, and by 1 for any other author place. The Power score is determined for the previous 5 years.

Assistance with all aspects of data gathering to complete this new series of metrics can be obtained from the Preston Health Information Center staff.

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