Chairman’s Approach to the Promotion Process

1. Setting the Stage
2. Who are we?
3. Questions
4. First born?
5. Consider yourselves obsessive-compulsive?
6. We are clinical-teachers
7. Drive to success in our occupations
8. Bring to plate significant skill-sets
9. Where are we?
10. Graduate School of Medicine
11. Major teaching function is residents
12. Students are responsibility of UTHSC and we assist in that process
13. Scholarly activity is ‘expected’, but not on a ‘publish or perish’ environment
14. Organization
15. Except for family medicine, all are members of Private Practice Groups
16. Have commitment to and remuneration from group’s clinical endeavors
17. Only Family Medicine has a practice plan and educational benchmarks
18. Chairman’s perspective – wants Department to meet/preferably exceed GSM/UTMCK goals
19. How is promotion accomplished?
20. Chairman’s perspective
21. Wants Department to meet or better exceed GSM/UTMCK goals
22. Also, likely first-born/obsessive-compulsive
23. Wants each faculty to meet personal goals - will help meet Department goals
24. When team members succeed – the team wins
25. Process
26. Beginnings
27. Time of hiring process explained
28. Annual reviews
29. Review of accomplishments/benchmarks met
30. Review of C.V.
31. Next year’s goals
32. Longer term goal – promotion
33. My message - all should be Associate Professors
34. Year/or two prior to initial promotion
35. Discuss in greater depth promotion process
36. Discuss likely ability to attain
37. Plan for meeting deficits
38. Year of promotion
39. Give promotion algorithm to faculty member to fill out
40. Look mainly at ‘3’s’
41. Annotate what meets the items marked
42. Meets with me
43. Together verify items which I feel I can defend in my letter
44. Calculate the Percent Time Allocation
45. Strive to obtain point score 0.5 or greater above minimum
46. Communication with Dr. Klipple
47. Reasons for turn-down
48. Assess whether ‘real picture’ appreciated by committee
49. Communicate with faculty member if promotion turned down
50. Rework algorithm if possible
51. Plan next steps
52. Promotion attained
53. Encourage to seek full-professor
54. Increase opportunities to mentor younger faculty
55. Issues to be met for full Professor
56. Time in grade as Associate Professor
57. Success in all three metrics: teaching, service and scholarly activity
58. National recognition

-who are non-UT professors

-define national prominence