

DFM Minimum Expectations for Promotion on the CHS, Adjunct and CT Tracks

Assistant Professor to Associate Professor			
Category	CHS	CT	Adjunct
Clinical employment	UWHealth	UWHealth	Various health care organizations
Employment Requires Promotion	Yes, by eight (8) years.	No.	No.
Leadership	Minimum of state reputation if leadership is area of excellence; regional/national encouraged.	Local leadership (i.e., hospital, UWMF)	Local Leadership
Scholarly Productivity	An average of one (1) per year with a goal of six (6) by the sixth year, at a minimum. First authored, peer reviewed original articles in high impact journals are clearly preferable. Other types of publications and co-authored publications may be considered if the total mix clearly supports the candidate's state/regional or national reputation. Other types of publications include, but are not limited to, book chapters, FPIN articles and web-based educational content. Scholarly products should primarily be focused in the candidate's area of excellence.	Professional publication encouraged. Other writing may include: writing for patients or the public, dissemination of clinical innovation, CQI.	Professional publication encouraged. Other writing may include: writing for patients or the public, dissemination of clinical innovation, CQI.
Presentations	One-two (1-2) state/regional/national per year.	One-two (1-2) local per year. Examples: hospital or community presentations.	One-two (1-2) state/regional/national per year.
Reputation	State/regional/national required in area of excellence. Minimum of local reputation for area of significant accomplishment.	Local.	Local
Extramural Support	Small grants encouraged.	None.	None
Community Service/Public Health	Encouraged.	Encouraged.	Encouraged.
Minimum Eligibility	Six (6) years	Five (5) years.	Six (5) years.
Minimum Expected Teaching/Scholarship Commitment	20%	5%	25 hours per year of service on behalf of SMPH/DFMCH

DFM Minimum Expectations for Promotion on the CHS, Adjunct and CT Tracks

Associate Professor to Professor			
Category	CHS	CT	Adjunct
Clinical employment	UWHealth	UWHealth	Various health care organizations
Employment Requires Promotion	No	No.	No
Leadership	National reputation if leadership is area of excellence. Otherwise state/ regional required and national are strongly encouraged.	Major local roles at a minimum.	Major local roles at a minimum.
Scholarly productivity	A record of continued scholarly activity since promotion to Associate Professor (CHS), with an average of at least one product per year. First authored, peer reviewed original articles in high impact journals are clearly preferable. Other types of publications and co-authored publications may be considered if the total mix clearly supports a substantial national reputation. Other types of publications include, but are not limited to, book chapters, FPIN articles and web-based educational content. Scholarly products should primarily be focused in the candidate's area of excellence.	Highly encouraged.	Highly encouraged
Presentations	One-two (1-2) national/international per year.	One-two (1-2) local/state/regional/national per year.	One-two (1-2) national/international per year.
Reputation	National/international in area of excellence. Minimum of strong local/state reputation in area of significant accomplishment.		Local required. State/regional encouraged.
Extramural Support	Grants encouraged.	None required.	None required.
Community Service/Public Health	Encouraged.	Encouraged.	Encouraged.
Minimum Eligibility	Five (5) years after promotion to Associate Professor.	Five (5) years after promotion to Associate Professor.	Five (5) years after promotion to Associate Professor.
Minimum Expected Teaching/ Scholarship Commitment	30%	10%	25 hours per year of service on behalf of SMPH/DFMCH