

**Service: Milestones and Promotion Criteria (green) to advance to Associate Professor**

*These are suggested steps developed in the DOM, not official HSOM APTC recommendations*

*August 2024*

	Year 1	Year 3	Year 6
Clinical productivity and patient care	Hone clinical skills, providing outstanding care	Refine clinical skills, demonstrate excellence, niche or unique area of clinical practice.  Become a clinic director or director of an inpatient or consult service	Providing measurably excellent clinical productivity and exemplary patient care.  Providing staff responsibility for a service or specific area of patient care  Clinical awards  Patient satisfaction scores & testimonials  Leadership role in clinic
Committee membership and leadership	Join division, department, or other local committees  Engage with local leaders in your area of interest	Take a leadership role on these committees  Join national committees (government, societal) such as planning committees, policy, clinical guidelines, quality reports, study sections  Apply for leadership roles in national professional societies	Providing demonstrable leadership or initiative in administrative or committee roles that augment the missions of the Department of School in clinical care, research, and/or education such as originality in problem solving, authorship of guidelines or quality reports and policies  Serving on committees to develop clinical practice guidelines or to formulate healthcare policies  Serving on committees with the department, school, university, and/or affiliated institutions

Patient safety and quality improvement	Join division or department patient safety and quality improvement committee	<p>Lead a subcommittee for patient safety, become a divisional or educational program leader in patient safety or QI</p> <p>Create order sets, educational materials, or operational procedures that improve patient safety</p>	Providing demonstrable leadership in quality improvement/assurance or patient safety initiatives
Research service	Talk to your research mentor or Division Director about opportunities for research committees	<p>Join division, department, or other research program committees</p> <p>Lead a subcommittee or review committee, direct a core laboratory</p> <p>Review grants or manuscripts</p> <p>Serve as a journal editor</p> <p>Judge posters for local or national conferences</p>	Serving as a critical member or director of research-related activities
Mentorship	<p>Serve on student thesis committees</p> <p>Serve on junior faculty development committees</p> <p>Offer to write LORs</p> <p>Keep a record of your mentees names and track their career outcomes</p>		Engaging in mentoring of junior colleagues
Community outreach	Volunteer for speaking and service in the DOM, UAB, and Birmingham committees	<p>Provide CME lectures on your area of expertise</p> <p>Join national professional committees that create guidelines or educational content</p>	Providing service to the professional or lay community through education, consultation or other roles

**HSOM PT guidance for Promotion to Associate Professor:**

Service:

1. Providing measurably excellent clinical productivity and exemplary patient care.
2. Providing demonstrable leadership or initiative in administrative or committee roles that augment the missions of the Department and/or SOM in clinical care, research, and/or education such as originality in problem solving, authorship of guidelines or quality reports and policies.
3. Providing staff responsibility for a service or specific area of patient care.
4. Providing demonstrable leadership in quality improvement/assurance or patient safety initiatives.
5. Serving as critical member or director of a research core laboratory.
6. Serving on committees with the department, school, university and/or affiliated institutions.
7. Engaging in mentoring junior faculty colleagues.
8. Serving on committees to develop clinical practice guidelines or to formulate healthcare policies.
9. Providing service to the professional or lay community through education, consultation or other roles.