2016 Faculty Development Seminar Series

Academic Titles, Areas of Academic Focus,
Evaluation and Promotion Metrics

Presentation by
Dr. Panos N. Papapanou, CDM COAP Chair

Discussion with
CDM CoAP members
September 9 and 13, 2016

For all non-tenured & non-tenure-track CDM faculty members
Outline

- Academic tracks and titles at CDM
- The three tracks of the "at the Columbia University Medical Center" appointments
- Promotion criteria to Assistant, Associate or full Professor at CUMC
- The promotion process
Faculty Development

Our charge is to strategically manage the advancement and career development of the College of Dental Medicine faculty. We strive to create an environment that stimulates innovation and progress, promotes diversity and inclusion, enhances faculty retention and advancement, and supports new recruitments. These efforts are spearheaded by working with Deans and Section Chairs to support faculty of all academic ranks and tracks, and by promoting Columbia University Medical Center/Columbia University-wide career growth programs and opportunities to the College of Dental Medicine faculty.

Evie Lalla, DDS, MS
Professor of Dental Medicine
Senior Associate Dean for Faculty Development
Columbia University College of Dental Medicine
Section of Oral and Diagnostic Sciences
Division of Periodontics
630 W. 168th Street, PH7E-112
New York, NY 10032
212-305-9283
212-305-9313 (Fax)
el94@cumc.columbia.edu

Diana Dumitru, MPA
Program Coordinator
Office of Faculty Professional Development
Columbia University Medical Center
and Office of the Senior Associate Dean for Faculty Development
Columbia University College of Dental Medicine
212-304-5636
212-304-5528 (Fax)
dd2807@cumc.columbia.edu
Current Academic Titles

- Tenured/tenure-track faculty titles
- "At the Columbia University Medical Center" faculty titles
- Part-time faculty titles (salaried or volunteer)
Tenure/Tenure-track description and faculty titles

“...a University-wide title which requires research productivity which is imaginative, creative and substantially advances the discipline.... The area of research must be of the highest priority for the University and places the individual amongst the 5-10 scholar leaders within the discipline...”

- Professor of Dental Medicine
- Associate Professor of Dental Medicine
- Assistant Professor of Dental Medicine
“at the Columbia University Medical Center”
titles

- Professor of Dental Medicine at the Columbia University Medical Center
- Associate Professor of Dental Medicine at the Columbia University Medical Center
- Assistant Professor of Dental Medicine at the Columbia University Medical Center
- Instructor in Dental Medicine at the Columbia University Medical Center
Part-time faculty titles

- Clinical Professor of Dental Medicine
- Associate Clinical Professor of Dental Medicine
- Assistant Clinical Professor of Dental Medicine
- Instructor in Clinical Dental Medicine
“At the CUMC” tracks

- Knowledge Development and Integration-Investigator/Scholar
- Pedagogy/Educational Leadership and Scholarship
- Applied Healthcare and Public Health Sciences
For every track

- Description
- Major focus
- Expected Scholarly Products
- Metrics of Evaluation
The scholarship of knowledge development consists of:

- Discovery and generation of new knowledge derived from traditional inquiry methodologies
- May include analysis, synthesis and novel applications of existing observations, as well as positioning knowledge within larger, interdisciplinary contexts
Investigative track: Metrics of evaluation

- Number of publications in peer reviewed journals of original research
- Membership on national and international committees for review of research in area of expertise
- Number and impact of presentations to academic institutions and professional societies
- Research funding record
- Invited professorships and lectures
- Institutional research committee membership
- Evidence of participation in multidisciplinary or team based research
- Editorial board membership
The scholarship of education consists of promotion of learning through effective application of the sciences of teaching & learning, leadership, and instructional design. This area of scholarship emphasizes the interdependence of theory, research, and practice in three related domains:

- Direct involvement in the process of promoting learning
- Support of infrastructure needed for learning
- Development of products used by others in learning
Educational track: Examples of scholarship

- Presentation of work at professional meetings
- Development of teaching materials and simulation technologies
- New curricular offerings, and written syllabi
- Development of educational methodology, educational assessment tools
- Descriptions of educational innovations
- Involvement on local or national committees that set curriculum or other educational guidelines/standards
Educational track: Metrics of evaluation

- Educational innovations adopted locally, regionally or nationally
- Trainee/peer evaluations
- Participation/leadership in educational societies
- Success of educational leadership measured by the success of new programs according to program goals
- Participation in educational training programs
- Participation in national educational leadership societies
Educational track:
Metrics of evaluation (cont.)

- Awards for teaching or educational leadership
- Publications related to educational methods/assessment/policies
- Educational products (print, electronic, simulation technologies)
- Notable educational contributions of special importance within CUMC
The scholarship of application consists of the interaction between knowledge and its practical use, shifting theory to practice and practice to theory (e.g., translation of evidence to practice). It involves three domains:

- Providing care
- Developing/implementing clinical programs
- Developing/implementing clinical programs used by others
Applied healthcare: Metrics of evaluation

- Recognition as an expert by invited lectures, demonstration, projects, training sessions
- Case presentations, invited lectures in discipline
- Participation in quality improvement/practice guideline development
- Clinical or public health evaluations or policy development
- Leadership in national societies of clinical or public health discipline
Applied healthcare: Metrics of evaluation (cont.)

- Publications related to clinical or public health specialty
- Innovative public health or clinical technology and/or interventions/treatments
- Editorial board membership
- Awards related to clinical or public health expertise
- Influence on innovations in clinical or public health practice
- Notable clinical or public health contributions
CDM CoAP : role and current synthesis

Advisory to the Dean

- Panos N. Papapanou
- David Albert
- Sid Eisig
- Roseanna Graham
- Richard Lichtenthal
- Dennis Mitchell
- Sunil Wadhwa
- Richard Yoon
Appointment guidelines
Entry level appointment: Instructor in Dental Medicine

- Faculty member with a recently obtained DDS/DMD
- Faculty that has recently completed their specialty training
- No/limited track record as an educator/researcher
Entry level appointment of junior faculty as Assistant Professor in Dental Medicine

- Multiple professional degrees (DDS/MD)
- PhD or equivalent after a DDS/DMD
- Track record as an educator/scholar
- Served as an Assistant Professor at another Institution
Promotion to Assistant Professor

- Successful fulfillment of responsibilities and duties of initial appointment at the instructor level, as evidenced by annual evaluation(s)
- Evidence of scholarly activity
- No "hard" minimum time of service at the Instructor level (1-2 years may be sufficient, if goals are met)
Promotion to Associate Professor

- Should be marked by a strong regional reputation and an emerging national reputation in the area of focus
- Faculty at this level should be acknowledged by peers inside and outside of CUMC as experts in their area of focus
Promotion to Professor

- Should be marked by national/international reputation in the area of focus
- Widely acknowledged by peers inside and outside of CUMC as exceptional within their area of focus
Common requirements for ALL tracks

- Scholarship
- Teaching contributions
Practical tips related to the promotion process

- Be aware of the expectations and the metrics
- Discuss your status with your Division Director/Section Chair
- Do not solicit letters of support until you have received feedback from the CoAP
- If the consensus is that you meet the criteria, your Chair will submit your nomination package to the CoAP for an informal evaluation
- The authors of the letters of support have to be selected after your Section Chair consults with the Dean
Practical tips related to the promotion process

• If you are not there yet, get a frank assessment of what is needed to get there
• Develop a plan with your Division Director/Chair
• Additional support is available through the Faculty Development Office
Some bitter truths....

- Presence of peer-reviewed publications is an indispensable metric of scholarly activity
- Do not compare your credentials with those of faculty that received their academic ranks in earlier times
- Promotion to the next rank is not a mere function of years of service
Access to the guidelines

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