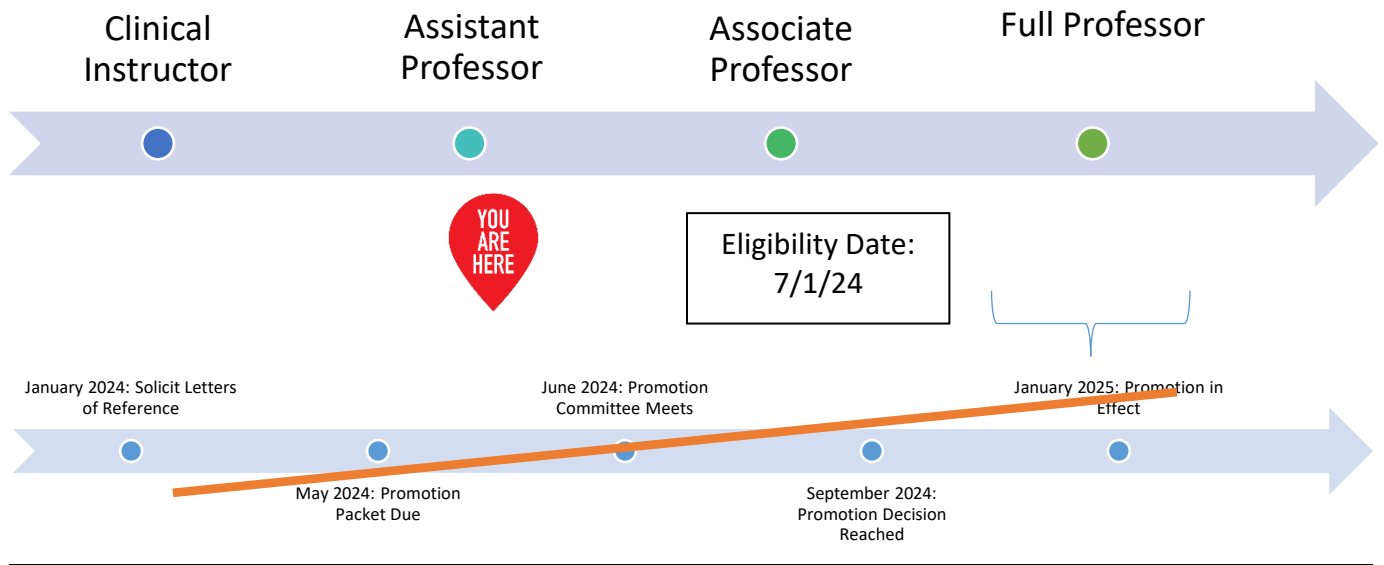


# Faculty Development Plan\*

Faculty:  
 Current Rank:  
 Track:  
 Excellence:

## Example Timeline for Faculty Development



*\*The review of an Associate Professor with tenure is initiated when Meet-the-Mark criteria have been met or by the beginning of the 5th year in rank as an Associate Professor (7/1/24). The outcome of the 5th year review shall be one of the following: 1) a decision to recommend promotion to Professor, or 2) a decision not to promote, but to review again at a period not to exceed 5 years from the date of the initial 5-year review and no less often than every five years thereafter.*

\* PROVIDED COURTESY OF ANGELA SMITH, MD, MS- UNC UROLOGY, VICE CHAIR ACADEMIC AFFAIRS

### Promotional Requirements

(fixed track associate professor on basis of excellence in clinical scholarship)

COMPLETE THIS BASED ON CV

Green = excellent progress; Yellow = opportunities to begin work in			
Category	Criteria	Strengths	Opportunities
<b>Clinical Activity and productivity</b>	Documentation of substantial clinical activity and productivity metrics e.g. wRVUs with applicable benchmarks		
<b>Evidence of Excellent Clinician</b>	Evidence of excellence in outcomes of clinical activity, including peer review of clinical skills.		

<b>Excellent local reputation</b>	<i>Minimum of two letters- Internal or external letters. Can have affiliation with faculty members</i>		
<b>Clinical Scholarship</b>	<i>Five examples of peer reviewed or invited articles, chapters, or reviews since the faculty became an assistant professor</i>		
<b>One or more of the four</b>	<i>Innovation in clinical activity</i>		
	<i>Excellent teaching of clinical activity</i>		
	<i>Funding for support of clinical programs</i>		
	<i>Leadership in development of clinical programs</i>		
<b>Timeline</b>	<i>Meet-The-Mark After 3 years of sustained scholarship faculty can request promotion</i>		
<b>Diversity, Equity &amp; Inclusion (DEI) Statement**</b>	<i>A one-half to full page summary documenting faculty member's efforts to support and further the SOM DEI mission. Examples include caring for underserved populations and efforts to reduce health disparities; teaching, mentoring, or coaching underrepresented students, trainees, or colleagues; and/or other activities.</i>		
<p>* <a href="https://www.med.unc.edu/facultyaffairs/files/2021/01/FinalSOMAPTGuidelines2020.pdf">https://www.med.unc.edu/facultyaffairs/files/2021/01/FinalSOMAPTGuidelines2020.pdf</a>  **Guideline to completing DEI statement can be found in Appendix 4 of APT Guidelines (above) and here → <a href="https://www.med.unc.edu/facultyaffairs/career-navigation/">https://www.med.unc.edu/facultyaffairs/career-navigation/</a></p>			

## Promotion Requirements

(tenure track full professor on basis of excellence in clinical scholarship)

COMPLETE THIS BASED ON CV

Green = excellent progress; Yellow = opportunities to begin work in			
Category	Criteria	Strengths	Opportunities
<b>Excellent Clinician</b>	<i>Documentation from letters of reference that the faculty member is an excellent clinician</i>		
<b>Clinical Scholarship</b>	<i>Minimum of 5 publications as first or senior/corresponding author</i>		
	<i>Authorship of important review articles, chapters, books, and other forms of enduring scholarly work and communication</i>		
	<i>Exact role of the faculty member if significantly involved in interdisciplinary research and/or team science activities</i>		
	<i>Poster or abstract presentations as first or senior author at regional or national meeting requiring competitive submission and peer-review acceptance</i>		
<b>National Recognition</b>	<i>National reputation and success in clinical trials or new drug discoveries</i>		
	<i>Record of external grant support</i>		

	<i>Patient referrals from a multi-state, national or international area</i>		
	<i>Invitations to present at prestigious national conferences or symposia</i>		
	<i>Invited professorships at other academic institutions</i>		
	<i>Participation in NIH study sections or grant review panels</i>		
	<i>Membership on editorial boards of prominent journals</i>		
	<i>Editorship of prominent journals</i>		
	<i>Participation in government or foundation scientific advisory committees</i>		
	<i>Awards from professional organizations</i>		
* <a href="https://www.med.unc.edu/facultyaffairs/files/2021/01/FinalSOMAPTGuidelines2020.pdf">https://www.med.unc.edu/facultyaffairs/files/2021/01/FinalSOMAPTGuidelines2020.pdf</a>			

**Joys**

**Concerns**

**Strengths to Cultivate**

**Areas to Improve**

**Learning Opportunities**

**Future Committees/Societies/Project Interests**

**Informational/Institutional Resources**

Faculty Mentoring and Development Program University of North  
Carolina Department of Neurology

*Faculty Mentoring Committee Meeting Record*

Faculty Member: \_\_\_\_\_

Date of Meeting: \_\_\_\_\_

Mentorship Committee Chair: \_\_\_\_\_

Mentorship Committee Members: \_\_\_\_\_

1. Specific academic (care, advocacy, research, education) goals identified at initial meeting:
2. Career plans:
3. Attendance/Presentation at professional meetings:
4. Publications:
5. Assessment of overall satisfaction:
6. Other issues/concerns:
7. Mentoring committee assessment of progress toward meeting academic goals:
8. Discussion of progress toward promotion.

**Signatures:**

**Faculty Member** \_\_\_\_\_ **Date** \_\_\_\_\_

**Committee Chair** \_\_\_\_\_ **Date** \_\_\_\_\_

**Vice Chair for Faculty Development** \_\_\_\_\_ **Date** \_\_\_\_\_

*Please remember to provide copies of this form to the Division Chief and to Dr. Chaudhry Vinay.*