
Guests: Lisa Bellini, M.D.

Dr. Aizenberg opened the meeting at 11:35AM and announced that he would like to make a 15 minute commitment each meeting for the group to have an opportunity to raise issues.

Dr. Aizenberg introduced Dr. Lisa Bellini. Dr. Bellini began her presentation on the Academic Clinician Track Appointment and Promotion Revisions by noting that these revisions are in the final stages and the committee members involved have spent countless hours on this project.

The current criteria were put in place in 2010. Criteria for appointment and promotions have been reviewed every seven years or so to ensure the material is still relevant and important to the faculty. After the AC Advisory Committee was created, the group started to identify areas for improvement and expansion of evaluation. The new process will include evaluating reputation, a broader definition of teaching excellence and eventually peer evaluations and professionalism. Faculty on the AC track will have to select an area of concentration and professionalism. The area of concentration can be clinical or nonclinical.

For appointment as Assistant Professor, the department will assess the faculty member as a teacher and as a clinician. Reappointment will involve evaluating ongoing teaching and clinical excellence as well as professionalism.

For promotion to Associate Professor, faculty are eligible after completion of 2 reappointments. They must have a declared area of concentration and evidence of local recognition. They must have documented meritorious academic service on the faculty of a comparable medical school for appointment at that rank.

For promotion to the Professor rank, the faculty member must have attained recognition outside of their primary practice as a superior clinician and teacher as well as having made impactful contributions to their area of concentration. The demonstration of ongoing teaching and clinical excellence, sustained professionalism and ongoing engagement in their area of concentration is necessary for reappointment.

For those who work at CHOP primarily, going outside of your primary focus location could mean a different department instead of a different Penn Medicine hospital. The medical school will not be considered outside of an individual’s primary site for clinical excellence because this work would fall under the teaching excellence category.
Clinical excellence will be evaluated through a variety of resources. For Professor rank, this will include peer evaluations. EPIC system can pull interactions between physicians to gather a list for peer reviewers. The list will not be chosen by the faculty member.

When it comes to evaluating teaching excellence, it is important to note that at least 50% of teaching must be completed within the Penn community.

Not all teaching domains are created equally and faculty members should choose the domain (lecturing, clinical, etc.) that they are able to excel in.

The goal is to allow the AC Advisory Committee more room for interpretation.

Since the AC track is so large, it is easy for a new faculty member to get lost and this is one of the reasons that the faculty member will choose an area of concentration and be placed with a mentor who specializes in that field. To evaluate excellence in the area of concentration, the committee will analyze data related to invitations to speak, leadership roles, service on committees, awards for teaching/mentoring and engagement in clinical trials.

When it comes to evaluating professionalism, each department will be defining what that means. No dossier should get beyond the department level with any professionalism issues.

Thoughts/Comments:

- The new required documents do not include CPE
- Dr. Bellini repeated that this presentation is still in draft. It was designed by ACs for ACs but the recommendations will be subject to faculty review and vote. We can expect the final version in July 2018 at the earliest.
- The new database for tracking teaching will include a self-report section.
- Faculty who teach in different schools will still be able to collect evaluation data from that school.
- The goal for teaching evaluations is to have an app where people can collect external teaching data. The app is in process but it is only in the beginning stage.
- This year was the first year where students answered a shortened version of evaluation questions to try to avoid evaluation fatigue. The compliance rate has already gone up.
- New AC track faculty members will learn about the expected area of concentration through their mentors. It is possible that in the future this information will be in the welcome video or in the academic planning tool.

Before closing, Dr. Aizenberg noted that this revised review process feels much more robust and the committee is able to get a more global perspective on the individual and what they do.

Dr. Aizenberg closed the meeting at 1:00PM

Respectfully submitted,
Patricia DeRusso, M.D., M.S.