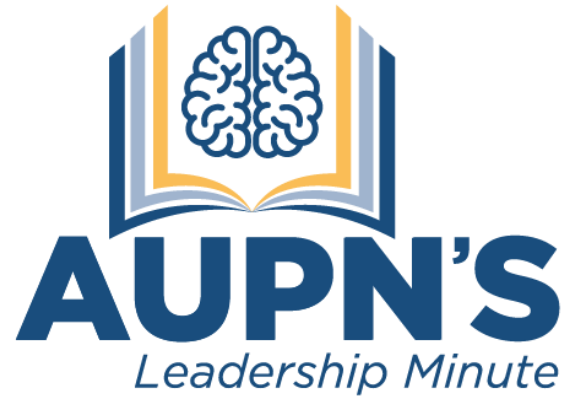




Tracey A. Milligan, MD  
New York Medical College



***Creating a formal junior  
faculty development plan***



Larry B Goldstein, MD  
University of Kentucky  
Medical Center

## Leadership Minute Podcast Episode Description

- The Department of Neurology at the University of Kentucky developed a structured mentoring program based on statements of evidence used for faculty advancement. The program pairs more junior with more senior faculty to help guide their career development and success.

# Department of Neurology

## Statements of Evidence

- Systematic review
- Each title series
  - DOE categories
    - Instruction, Scholarly Activity, Service, Professional Development
  - List of metrics
    - Achievement for each metric at the time of appointment or promotion
- Generated a group of tables
- Faculty, Dean and Provost approval of revised SOE

# Evidence Table Example

## Scholarly Activity

### RECOMMENDATIONS FOR APPOINTMENT, PROMOTION, TENURE

	Publications					Grants/Supported Research				
Title Series	Chapters	Peer-Review	Peer-review F/L author	Abstracts	Total	Unfunded Projects	Grants-Small PI/Co-I	Grants-R01 or Equivalent	Industry Trials & support	Total Funded
<b>Clinical</b>										
Assistant	0	0	0	0	0	0	0	0	0	0
Associate	3	6	3	10	22	0	0	0	7	7
Professor	6	12	6	20	44	0	2	0	7	9
<b>Reg/Spec</b>										
Assistant	0	3	3	3	9	0	0	0	0	0
Associate	4	18	6	10	38	0	2	0	7	9
Professor	8	36	12	20	76	0	4	3	7	14

\*While it is anticipated that not all faculty will reach every distinct milestone within a DOE category, the summation of activity within the category should meet or exceed departmental expectations for appointment, promotion, or tenure consideration.

# Mentoring Program Implementation

## Mentor Team

- Associate Professor
  - Two full professors
- Assistant Professor
  - Full professor
  - Associate professor
- Meet at 6-month intervals
  - Full review at end of academic year
  - Progress meeting at mid-year
- Review by Chair and Vice-Chair for Academic Affairs
- Early identification of promotion candidates

## Standardized Format

- Metrics table for each category
  - Other activities
- Goals for next 6-months
- Comments
- Clinical productivity & metrics
- Summary
  - Strengths
    - Areas of exceptional/outstanding performance
  - Weakness
    - Areas that require additional effort
  - Opportunities
    - Constructive recommendations for career growth
  - Threats
    - Barriers to academic progress

# Mentor Team Meeting Form

## Neurology Semi-Annual Faculty Mentor Meeting

Refer to Department of Neurology APT Statements of Evidence for definitions

Faculty member: \_\_\_\_\_  
 Years since first appointment as Asst Prof: \_\_\_\_\_  
 Years since last promotion: \_\_\_\_\_  
 Date of Meeting: \_\_\_\_\_ (mm/dd/yyyy)  
 Date of Last CV Revision: \_\_\_\_\_ (mm/dd/yyyy)

### INSTRUCTION/EDUCATION

Note: Last 6 months for midyear review; last year for summer annual review (last Fiscal Year)

Instruction	Course Leader	UK Course Lectures	Resident Lectures	Medical Stud Lectures	Teaching Awards	Total
Lifetime Total						
Last 6 M						
Last fiscal year						

Mentoring	Faculty mentor	Resident mentor	Grad Student mentor	Med Student mentor	Other mentor (list below)	Total
Lifetime Total						
Last 6 M						
Last fiscal year						

Presentations	Local (Dept) Presentations	Regional Presentations	Nat/Int Presentations	Total
Lifetime Total				
Last 6 M				
Last fiscal year				

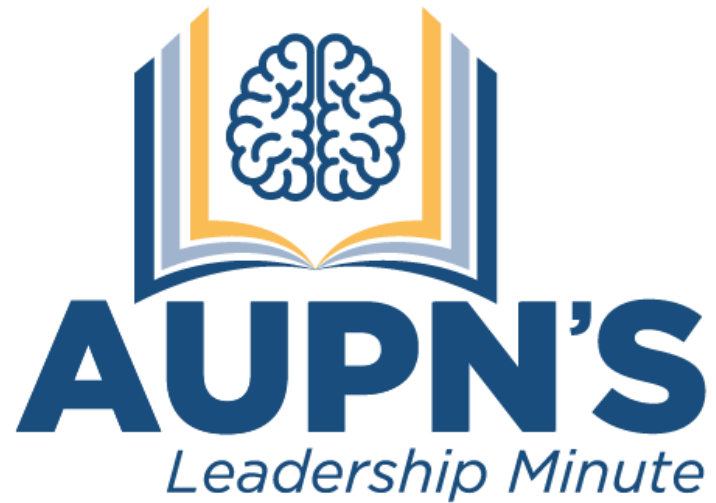
Note: Lifetime totals include last 6-months or last FY (July 1-June 30), respectively

List teaching awards (Year):

Other activities:

Goals for next 6-months:

Comments:



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