TO: Co-Chairs, Faculty Promotions Committee

FROM: Jane Smith, Subcommittee Chair

DATE: November 4, 2020

SUBJECT: Promotion of Paul Walker*,* MD,to Associate Professor of Clinical Practicein the Department of Pediatrics

Paul Walker, MD is currently an Assistant Professor in the Department of Pediatrics. He/she is now applying for appointment/promotion to Associate Professor of Clinical Practice. Our subcommittee included Wesley Jackson, MD, and Jane Smith, MD, (Chair); we shared assessments by email.

# Subcommittee Recommendations

The subcommittee voted the following:

Clinical: Not Meritorious/Meritorious/Excellent 2 to 0

Teaching: Not Meritorious/Meritorious/Excellent 2 to 0

Service (if applicable): Not Meritorious/Meritorious/Excellent 2 to 0

Evidence of local or regional reputation for Clinical Excellence Present

Will the presentation of this dossier be expedited? Yes or No

*Note: if the presentation will be expedited, please highlight three to four of the activities that you have listed below in each category that you will present at the meeting.*

**Biographical and Professional History**

We reviewed this faculty member’s biographical and professional history, which was included in the dossier. *[Note: the biographical and professional history information can be very brief – one or two sentences.]*

# Teaching

The subcommittee rated the candidate’s teaching accomplishments as “Not Meritorious/Meritorious/Excellent” by a 2 to 0 vote, based on an extensive review of the dossier. We paid particular attention to the information included in the letters written by the Department Advisory Committee and the Department Chair, as well as the candidate’s teaching evaluations, which included multiple methods of evaluation. We reviewed the candidate’s Teacher’s Portfolio, including the teacher’s statement, record of teaching and mentorship and record of course development and leadership. We also reviewed the candidate’s letters of reference and the matrix table completed by the candidate. The Department Advisory Committee rated the candidate as “Meritorious/Excellent” in teaching.

The subcommittee rating is based on a record of:

EXAMPLES:

* Clinical and didactic education of pediatric and adult allergy and immunology fellows at NJH
  + Receives excellent evaluations from the clinical fellows
* Mentored 2 fellows who have continued in academic medicine and presented abstracts at national meetings
* Co-founder and Co-director of the Dept of Pediatrics Translational Research Seminar
* Initiated 2 lecture series (immunodeficiences and biotechniques)
* Two-time recipient of the NJH Pediatrics Outstanding Teacher of the Year Award (2014, 2018)
* Invited speaker at 4 regional and 4 national meetings, and has served as a moderator at a national meeting

# Clinical Activities -

The subcommittee rated the candidate’s clinical accomplishments as “Not Meritorious/Meritorious/Excellent” by a 2 to 0 vote, based on extensive review of the dossier, relying particularly on the information included in the detailed letters written by the Department Advisory Committee and the Department Chair, and letters of reference as well as the matrix table completed by the candidate. We also reviewed the candidate’s clinician’s portfolio, which include a summary of patient care activities, quality of care work, innovation and other activities. The Department Advisory Committee rated the candidate as “Meritorious/Excellent” in clinical activities.

The subcommittee rating is based on a record of:

EXAMPLES:

* Outpatient and inpatient activities with a primary clinical focus on the care of children with primary immunodeficiencies
  + Cares for patients at NJH and at Rocky Mountain Hospital for Children
* Specialized consultant for complement related disorders for patients at NJH, Rocky Mountain Hospital for Children, and CHCO
* Co-developed an immunodeficiency diagnostic genetic panel which has resulted in improved diagnosis and targeted treatment of patients
* Led follow up for the SCID portion of the Colorado Newborn Screening Program
  + Content expert for the Colorado Department of Health Newborn Screening Committee
* Outstanding Junior Faculty award at NJH

# Other (Non-Clinical) Service Activities - [*Note: You can omit this section if the faculty member did not have additional non-clinical service activities and did not submit a Service Portfolio.]*

The subcommittee rated the candidate’s service accomplishments as “Not Meritorious/Meritorious/Excellent” by a 2 to 0 vote, based on extensive review of the dossier, relying particularly on the information included in the detailed letters written by the Department Advisory Committee and the Department Chair, and letters of reference as well as the matrix table completed by the candidate. We also reviewed the candidate’s service portfolio, which include a summary of patient care activities, quality of care work, innovation and other activities. The Department Advisory Committee rated the candidate as “Meritorious/Excellent” in service.

The subcommittee rating is based on a record of:

EXAMPLES:

* Co-chair of IRB, member of the Infection Prevention Committee and the Medical Executive Committee at NJH
* Served as editorial board member for the Annuals of Family Medicine
* Served as a member of the School of Medicine Admissions Committee
* Faculty Senator (4 years)
* Volunteered on the Quality Improvement Committee at the Dawn Clinic

# Other Scholarship Activities (non-Research Related) - [*Note: Scholarship is not required for this series, but if the candidate included scholarship in their dossier, you can include it here. You can omit this section if the faculty member did not participate in Other (non-research) Scholarly Activities.]*

The subcommittee rated the candidate’s scholarship as “Not Meritorious/Meritorious/ Excellent” by a 2 to 0 vote, based on an extensive review of the dossier, relying particularly on the information included in the detailed letters written by the Department Advisory Committee and the Department Chair, the letters of reference as well as the matrix table completed by the candidate. We reviewed the candidate’s record of scholarship, including published and unpublished works. The Department Advisory Committee rated the candidate as “Meritorious/Excellent” in scholarship.

The subcommittee rating is based on a record of:

EXAMPLES:

* 5 peer-reviewed review articles (4 at current rank).
* 1 book chapter
* Reviewer for Journal of Allergy and Clinical Immunology and Journal of Clinical Immunology.
* Served as lead author of 3 new Neurology Critical Care Pathways that improved patient care outcomes.
* Developed a novel curriculum for Internal Medicine residents focusing on end-of-life care
* Co-Authored a public health best-practices guideline for screening for sexually transmitted infections.

# Department Recommendations

The Chair of the Department of Pediatrics enthusiastically supported the candidate’s promotion to Associate Professor of Clinical Practice noting that “Dr. Walker has demonstrated outstanding progress throughout his junior faculty career. He has won research funding, has a strong publication record, actively teaches across both institutions, provides niche clinical care, and is an emerging leader locally and nationally.” The Departmental Advisory Committee voted 8-0 in favor of promotion, based on excellent teaching and excellent clinical activities, as well as a local or regional reputation for clinical excellence.

# Summary and Recommendation

The subcommittee voted 2 to 0 for promotion to Associate Professor of Clinical Practice based on excellent teaching, excellent clinical activities, meritorious service, as well as a local or regional reputation for clinical excellence.