

University of Massachusetts Medical School Academic Personnel Policy: Tables of Expected Achievements

Table 4. Population Health and Public Policy: Examples that Provide Evidence of Achievement at Each Level

Entry Level

Expertise in population health and public policy, demonstrated by:

- *Local* recognition for contributions to population health and public policy
- Advanced degrees and/or certification in public health and health policy

A record of scholarship that may include:

- Peer-reviewed publications, usually as first and middle author, case reports, book chapters, and/or reviews
- Presentations at professional meetings

Established Level

Excellence in population health and public policy with *local/regional* impact, demonstrated by:

- Development, analysis, implementation, and/or evaluation of one or more of the following:
 - programs that enhance community or population health
 - health or health care policy,
 - technology and analysis tools for community and population health,
 - initiatives in specific systems, such as the legal and criminal justice system
- Leadership of, or major responsibility for, projects and programs in population health and public policy
- Defined role and/or leadership in team or multi-center projects in population health and public policy
- Development of a robust partnership with community members/organizations that contributes to shaping population and community health or health policy
- Development, analysis, implementation, and/or evaluation of global health programs

A record of scholarship that may include:

- Peer-reviewed publications, usually as first and senior author, book chapters, and/or reviews, including publication of multidisciplinary studies as an author or a named member of an authorship group
- Policy statements, white papers, legislative and/or legal advances with *regional* impact

Local/regional recognition for population health and public policy demonstrated by:

- Honors and awards for population health and public policy
- Invited presentations and presentations at professional meetings

Senior Level

A sustained record of excellence in population health and public policy with *national/international* impact, demonstrated by:

- Development, analysis, implementation, and/or evaluation of one or more of the following:
 - programs that enhance community or population health
 - health or health care policy,
 - technology and analysis tools for community and population health,
 - initiatives in specific systems, such as the legal and criminal justice system
- Leadership of, or major responsibility for, projects and programs in population health and public policy
- Leadership and/or defined role in team or multi-center projects in population health and public policy
- Development of a robust partnership with community members/organizations that contributes to shaping population and community health or health policy
- Analysis, implementation, and/or evaluation of expanded global health programs

A sustained record of exceptional scholarship that may include:

- Peer-reviewed publications, usually as first author, that have an impact on the field
- Books, book chapters, reviews and/or textbooks that are recognized as authoritative and are highly cited
- Continuing record of publication as an author or a named member of an authorship group of multidisciplinary research that has an impact on the field
- Policy statements, white papers, legislative, and/or legal advances with *national/international* impact

National/international recognition for contributions to population health and public policy

- *National/international* honors and awards for work in population health and public policy
- Invited presentations and presentations at professional meetings, *nationally and/or internationally*
- Leadership of *national/international* professional or disciplinary organizations