

Professor — National or International Recognition

Definition:

A **Professor** is a faculty member who has achieved **clear national or international recognition** as a leader in their field, with sustained and independent contributions that have influenced practice, education, research, or policy beyond KP Northern California.

The following are indicators of national or international recognition. Candidates may demonstrate distinction through one or more of the categories listed below by documenting relevant evidence in their application (e.g., external letters, leadership roles, invited activities, scholarly output). A candidate does not necessarily need recognition in all categories to qualify for the rank of Professor.

A. External Peer Recognition

- Multiple unbiased external letters from nationally or internationally recognized leaders at peer or aspirational institutions confirming the candidate's national reputation, the importance and originality of their contributions, and impact beyond their home institution or region

B. Leadership in Professional Organizations

- Elected or appointed leadership roles in national or international professional societies
- Chairing national committees, task forces, guideline panels, or accreditation groups
- Leadership roles in national educational collaboratives or research networks

C. Invited Lectures and National Visibility

- Invited lectures, keynote addresses, named lectureships, or visiting professorships at national meetings or other academic institutions.
- Repeated invitations indicating sustained reputation, not isolated appearances

D. Editorial, Peer Review, and Advisory Service

- Editorial board membership or associate editor role for high-impact journals, textbooks, or online materials
- Standing membership on national consensus or advisory panels or foundation grant review panels.
- Leadership roles in guideline development or policy-setting bodies

E. Research and Scholarship (as appropriate to role)

- A sustained record of high-quality peer-reviewed publications
 - First- or senior-author publications in leading journals
 - Books or chapters with respected academic or professional publishers

- Extramural funding as principal investigator (PI) or co-PI from national agencies or major foundations
 - Demonstrable national influence, such as high citation rates relative to field; adoption of methods, models, tools, or curricula nationally; or influence on guidelines, policy, or standards of care

F. Teaching, Educational Scholarship, and Clinical Distinction

- National reputation as an educator:
 - Educational innovations or curricula adopted by multiple institutions
 - National educational scholarship with measurable dissemination
- National clinical reputation:
 - Referral base, national consultant role, or leadership in specialty societies
- Receipt of national or international awards for teaching, clinical excellence, leadership, or scholarship

Associate Professor — Regional Recognition

Definition:

An **Associate Professor** is a faculty member who has achieved **clear regional recognition** and demonstrating a trajectory toward national impact, with independent contributions that influence practice, education, or scholarship beyond their home department or medical center in KP Northern California.

The following are indicators of regional recognition. A candidate does not necessarily need recognition in all categories to qualify for the rank of Associate Professor.

A. External Peer Recognition

- Letters from respected faculty at other institutions within the region or at other institutions
 - Letters attest to the candidate's emerging reputation, quality and significance of work, and clear independence and scholarly trajectory

B. Leadership at a Regional Level

- Leadership roles in:
 - Regional professional societies
 - Multi-institutional collaborations
 - Institutional or regional committees with substantive scope
- Program leadership with demonstrable outcomes or influence

C. Invited Presentations and Regional Visibility

- Invited lectures or workshops at regional conferences or other institutions
- Peer recognition through repeated invitations or leadership roles in educational programming

D. Editorial and Review Activity

One or more

- Regular manuscript reviewer for peer-reviewed journals
- Ad hoc reviewer for regional or national funding agencies
- Membership on editorial boards of developing or specialty journals

E. Research and Scholarship (as appropriate to role)

- A consistent record of peer-reviewed publications
- Participation as PI or co-investigator on competitive intramural, regional, or foundation funding

- Early evidence of broader influence such as citations, use of work by other institutions, or inclusion in regional guidelines or initiatives

F. Teaching, Educational Scholarship, and Clinical Excellence

- Regional reputation for teaching excellence:
 - Leadership in educational programs
 - Teaching awards at institutional or regional level
- Educational products or curricula adopted regionally
- Clinical excellence recognized through:
 - Regional referral base
 - Leadership in quality, safety, or innovation initiatives
 - Regional clinical awards or recognitions