

Suggested Guidelines for Promotion to Senior Rank – Clinician-Educator Track

These guidelines are intended to reflect a balance, leaning, respectively, towards teaching, research, and administrative contributions.

Appointment in the Clinician Educator Track is reserved for faculty who show recognition of excellence in the candidate's area of expertise as an **academic clinician and/or educator**. Clinicians may demonstrate peer recognition as an outstanding scholarly physician/educator, director of a service, teaching courses, rounds, preceptor, lab mentor, conference leader. Educators in this track must demonstrate teaching of medical students with distinction within the medical school and/or its affiliates.

Educators

To be considered in this track as an Educator, a faculty member is required to provide evidence of outstanding teaching and must meet at least the minimum for educational scholarship*.

- In addition to strength in major leg (A), strength in one or more minor legs is helpful in strengthening the application for promotion.

Clinician-Educator

To be considered in this track as a Clinician-Educator, a faculty member is required to provide evidence of recognition as an outstanding teacher/clinician, and must meet at least the minimum for scholarship (this may be in teaching, clinical, or research).*

- In addition to strength in major legs (A) and (B), strength in one or more minor legs is helpful in strengthening the application for promotion.

*It is suggested candidates have at least 5 publications for Associate Professor and more than 10 for Professor (publications can relate to teaching, clinical, or research).

MAJOR LEGS:

Clinician - Educator Track

Required for Educators: Teaching and Publications (must include #1b – teaching assessment from Einstein Office of Education)

Required for Clinician Educators: Teaching, Publications and Clinical Recognition

Evidence of: A. Teaching:		
Must fulfill EITHER (1) or (2)	1. Teaching with distinction within the medical school as lecturer, course leader, or preceptor as described in the <i>Moving Up at Einstein</i> guide:	
	a) description of teaching commitment (content, hours, number and level of students and number of sessions)	<input type="checkbox"/>
	b) independent assessment of teaching performance from the Einstein Office of Medical Education (required)	<input type="checkbox"/>
	c) testimonials from students and course leaders	<input type="checkbox"/>
	2. Clinical teaching with distinction (e.g., as attending, director of clinic, CME):	
	a) frequency / duration	<input type="checkbox"/>
	b) independent assessment of teaching performance from department, residency programs, numerical score ranking candidate in comparison to other faculty	<input type="checkbox"/>
	c) testimonials from residents and/or fellows	<input type="checkbox"/>
	3. Receipt of teaching awards.	<input type="checkbox"/>
	4. Development of curricular courses, program director / development.	<input type="checkbox"/>
	5. Invited lectures at regional level (for <i>Associate Professor</i>) or national level (for <i>Professor</i>).	<input type="checkbox"/>
	6. Educational Scholarship relating to teaching, assessment and/or educational programming:	
	a) publications related to pedagogy or educational programming (suggested five for all <i>Associate Professors</i>)	<input type="checkbox"/>
	b) grants	<input type="checkbox"/>
c) participation in educational research protocols	<input type="checkbox"/>	
d) invited presentations of educational approaches at national meetings	<input type="checkbox"/>	
Evidence of: B. Clinical:		
Required for Clinicians (1) only	1. Regional/National Recognition (for <i>Associate Professor</i>) National/International Recognition (for <i>Professor</i>) to include at least two of the following:	
	a) invited presentations	<input type="checkbox"/>
	b) ability to draw clinical trainees	<input type="checkbox"/>
	c) editorial board member	<input type="checkbox"/>
	d) journal reviewer	<input type="checkbox"/>
	e) chapter/review author	<input type="checkbox"/>
	2. Clinical Scholarship:	
	a) publications (suggested five for all <i>Associate Professors</i>)	<input type="checkbox"/>
	b) grants	<input type="checkbox"/>
	c) participation in clinical research protocols	<input type="checkbox"/>
	3. Directs or creates a specific service recognized as excellent	<input type="checkbox"/>

MINOR LEGS:

Clinician - Educator Track

Strength in one or more minor legs is helpful:

Evidence of: C. Research:		
	1. Research support (government agencies, foundations, industry, etc.)	<input type="checkbox"/>
	2. Publications (suggested five for all <i>Associate Professors</i>)	<input type="checkbox"/>
	3. Recognition (regional for <i>Associate Professor</i> , national for <i>Professor</i>):	
	a) invited presentations	<input type="checkbox"/>
	b) editorial board member	<input type="checkbox"/>
	c) journal reviewer	<input type="checkbox"/>
	d) chapter author	<input type="checkbox"/>
	4. Peer recognition-outstanding physician:	
	a) internal and external letter	<input type="checkbox"/>

MINOR LEGS:***Strength in one or more minor legs is helpful.***

Evidence of:	D. Service	
	1. Service as departmental director.	<input type="checkbox"/>
	2. Participation on school or hospital committees.	<input type="checkbox"/>
	3. Organization of a service.	<input type="checkbox"/>
	4. Previous rank at another institution or time in rank at Einstein.	<input type="checkbox"/>
Evidence of:	E. Mentorship:	
	1. Mentoring of medical students, residents, and/or fellows.	<input type="checkbox"/>
	2. Mentoring of junior faculty.	<input type="checkbox"/>
Evidence of:	F. Commitment to Diversity, Equity, and Inclusion (DEI)	
	1. Teaching/developing programs addressing the health of underserved populations, the social determinants of health, etc.	<input type="checkbox"/>
	2. Promoting the career development of individuals or groups under-represented in medicine.	<input type="checkbox"/>
Evidence of:	G. Quality Improvement	
	1. Creation of programs or projects enhancing clinical performance practices and/or standards, ensuring patient safety, developing and/or evaluating curricula, etc.	<input type="checkbox"/>