



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

These guidelines are intended to recognize clinicians and other faculty who make significant contributions to the education of medical students, graduate students, postdoctoral fellows, and house staff at Einstein and its affiliates through teaching, creating educational content, or leading or organizing educational activity, or who make significant contributions to patient care.

This track recognizes three major legs: Educator, Teacher, and Clinical Scholar/Leader. Criteria on the Educator leg involve the creation, direction, and/or dissemination of educational programs. Criteria on the Teacher leg involve high-volume and high-quality teaching in clinical or didactic settings. Criteria on the Clinical Scholar/Leader leg involve outstanding clinical work and a wide range of scholarly endeavors, including publications, leadership roles in clinical operations, and various means of disseminating clinical expertise. Except as noted, the criteria listed in each leg comprise multiple relevant activities and are not requirements. The order of the list of major legs does not imply priority.

These criteria are applicable for promotion at either the Associate Professor or Professor rank. In either case, candidates must show overall progression of their careers since their last promotion. This might include an expanded record of achievement in the criteria that were used for previous promotion or success in meeting new criteria. The key element is to demonstrate growth in teaching, educational roles, scholarly activity, and/or clinical and academic leadership.

To be considered in this track, a faculty member must, at a minimum, demonstrate the following:

- Significant strength in at least two of the three major legs; OR
- Indisputable strength in one major leg (meeting many criteria in that leg) AND strength in another major leg
- Strength in one or more minor legs is helpful in strengthening the application for promotion

Note: For candidates to be considered for promotion with Teaching as their primary leg (i.e., indisputable strength), they must demonstrate that at least 50% of a full-time FTE is spent in teaching/educational activity, of which at least 25% of a full-time FTE involves the teaching of Einstein students. This should be documented in the teaching portfolio and the chair's letter. For example, when combining classroom teaching with inpatient, consultation, and outpatient clinical activities, half of weekly hours would include trainees and teaching by the candidate. Teaching must be of high quality, as evidenced by trainee reviews. The 50% threshold is necessary, but not sufficient, to demonstrate indisputable strength in the Teaching leg. Candidates must also meet other criteria in the Teaching leg.

MAJOR LEGS:

Educator-Clinician Track

Evidence of:		A. Educator:	
Educator	1.	Leadership roles in education (e.g., clerkship director or site leader; program director)	<input type="checkbox"/>
	2.	Curriculum/course/program development, evaluation and/or leadership	<input type="checkbox"/>
	3.	Educational scholarship	
		a) Publications	<input type="checkbox"/>
		b) Online educational content, including podcasts	<input type="checkbox"/>
		c) Grants supporting educational research	<input type="checkbox"/>
	4.	Educational administration	<input type="checkbox"/>
	5.	Presentations at local, regional, and national meetings	<input type="checkbox"/>
	6.	Advocacy, including published op-eds, testifying at hearings	<input type="checkbox"/>
7.	Roles in regional/national professional associations	<input type="checkbox"/>	
8.	Teaching/developing programs addressing the health of underserved populations, social determinants of health, etc.	<input type="checkbox"/>	

Evidence of:		B. Teacher:	
Teacher	1.	High-volume teaching (50% of full-time FTE, with 25% of full-time FTE teaching medical students, if Teaching is primary leg)	<input type="checkbox"/>
	2.	High-quality teaching (positive numeric ratings and comments); required if the candidate's primary leg for promotion is Teacher	<input type="checkbox"/>
	3.	Mentorship of medical students, graduate students, residents, fellows, and/or junior faculty	<input type="checkbox"/>
	4.	Mentorship of medical students in research projects and/or participating as faculty in the Learning Communities for a minimum of two years	<input type="checkbox"/>
	5.	Awards for teaching	<input type="checkbox"/>
	6.	Regional/national teaching	<input type="checkbox"/>
	7.	Online teaching/podcasts	<input type="checkbox"/>
	8.	Case reports with trainees as co-authors	<input type="checkbox"/>
	9.	Promoting the career development of individuals or groups under-represented in medicine	<input type="checkbox"/>

Evidence of:		C. Clinical Scholar/Leader:	
Clinical Scholar/Leader	1.	Outstanding clinical work, evidenced by letters of recommendation from colleagues and clinical trainees	<input type="checkbox"/>
	2.	Regional/national reputation; ability to draw clinical trainees	<input type="checkbox"/>
	3.	Directing/creating a clinical service	<input type="checkbox"/>
	4.	Clinical administration (e.g., medical director, hospital administration)	<input type="checkbox"/>
	5.	QI projects (e.g., hospital operations, patient safety)	<input type="checkbox"/>
	6.	Peer-reviewed publications in clinical or QI research	<input type="checkbox"/>
	7.	Peer-reviewed book chapters and reviews; book editorship	<input type="checkbox"/>
	8.	Service on editorial boards or as journal reviewer	<input type="checkbox"/>
	9.	Regional/national lectures	<input type="checkbox"/>
	10.	Clinical scholarship, including development of clinical protocols, national or institution-wide clinical guidelines, innovative clinical practices/procedures	<input type="checkbox"/>
	11.	Dissemination of innovations or best practices to regional/national audiences or through electronic media, and/or podcasts	<input type="checkbox"/>
	12.	Developing or participating in clinical trials as investigator or clinical partner, contributing to patient recruitment, collection of biospecimens	<input type="checkbox"/>
	13.	Community presentations	<input type="checkbox"/>
	14.	Advocacy, including published op-eds, testifying at hearings	<input type="checkbox"/>
	15.	Roles in regional/national professional associations	<input type="checkbox"/>

MINOR LEGS:***Educator-Clinician Track***

Evidence of:		
D. Service:		
	1. Participation on school or hospital committees at the departmental or schoolwide level	<input type="checkbox"/>
	2. Participation on qualifying exam and thesis committees	<input type="checkbox"/>
	3. Previous rank at another institution or time in rank at Einstein	<input type="checkbox"/>
Evidence of:		
E. Commitment to Community Service:		
	1. Teaching/developing programs addressing the health of our communities	<input type="checkbox"/>