



Suggested Guidelines for Promotion to Senior Rank – Physician Investigator Track

Appointment in the Physician Investigator Track is reserved for clinical faculty members who demonstrate a career commitment to scholarly pursuit and have documentation of their endeavors by way of significant publication, grant support, and/or peer recognition for outstanding research, and national and international recognition. It is expected that the faculty member, in addition to maintaining the highest quality of clinical practice or supervision of a clinical service, will be spending a minimum of 60-70% of his/her time devoted to laboratory, clinical, or population-based research. The candidate's total academic output (peer-reviewed papers and grants) is expected to be somewhat less than that of candidates in basic science departments because of his/her clinical responsibilities. As supplementary support for promotion in this track, clinicians may demonstrate peer recognition as outstanding physicians; direction of service; teaching in courses and rounds, as preceptor, lab mentor and/or conference leader.

To be considered in this track, a faculty member must, at a minimum, be recognized as either:

- An undisputed “international star” in one of the major legs with strength in one or more minor legs.
- Having considerable strength in two of the major legs (including research clinicians); strength in one or more minor legs is helpful in strengthening the application for promotion.

MAJOR LEGS:**Physician Investigator Track****Required: Strength in one two major leg**

| Evidence of: A. Research: | | |
|--|---|--------------------------|
| | 1. Ongoing commitment to basic, epidemiological, or clinical research as evidenced by a strong record of peer-reviewed senior authored publications and/or book chapters. | <input type="checkbox"/> |
| | 2. Grant Support. | <input type="checkbox"/> |
| | 3. Peer recognition for outstanding research. | <input type="checkbox"/> |
| | 4. Recognition (national recognition for <i>Associate Professor</i> ; international recognition 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"/> |
| | 5. Participant in Team Science: | |
| | a) collaborator on research grants | <input type="checkbox"/> |
| | b) has Multi-PI or program projects | <input type="checkbox"/> |
| Evidence of: B. Clinical: | | |
| | 1. Peer recognition as an outstanding physician. | <input type="checkbox"/> |
| | 2. Directs or creates a specific service. | <input type="checkbox"/> |
| | 3. Recognition (regional recognition for <i>Associate Professor</i> ; national recognition for <i>Professor</i>): | |
| | a) invited presentations | <input type="checkbox"/> |
| | b) ability to draw clinical trainees | <input type="checkbox"/> |
| Evidence of: C. Teaching: (Courses, rounds, preceptor, lab mentor, conference leader) | | |
| | 1. Invited speaker at regional, national, or international meetings. | <input type="checkbox"/> |
| | 2. Development of or leadership in curricular courses or graduate school conferences. | <input type="checkbox"/> |
| | 3. Testimonials from residents/fellows about teaching excellence. | <input type="checkbox"/> |
| | 4. Testimonials from students/post docs about teaching excellence. | <input type="checkbox"/> |
| | 5. Awards, independent assessments from department or Einstein Office of Medical Education. | <input type="checkbox"/> |

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

| Evidence of: D. Administration/Service | | |
|---|--|--------------------------|
| | 1. Clinical departmental director or section chief. | <input type="checkbox"/> |
| | 2. School, department, or hospital committees. | <input type="checkbox"/> |
| | 3. Organization of a service. | <input type="checkbox"/> |
| Evidence of: E. Previous Rank | | |
| | 1. Rank at another institution or time in rank at Einstein. | <input type="checkbox"/> |
| Evidence of: F. Mentorship | | |
| | 1. Mentoring of medical or graduate students or post docs. | <input type="checkbox"/> |
| | 2. Mentoring of junior faculty. | <input type="checkbox"/> |
| Evidence of: G. 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"/> |
| | 3. Participation in programs offered by Einstein's Office of Diversity and Inclusion. | <input type="checkbox"/> |
| Evidence of: H. 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"/> |
| | 2. Creation of programs or other activities improving laboratory procedures (e.g., lab safety, reporting of data, etc.), or other scientific practices. | <input type="checkbox"/> |