

Associate Professor / C-E Track

Appointment, reappointment and promotion to the rank of Associate Professor in the Clinician and/or Educator Track may be extended to individuals who have demonstrated a commitment to excellence in clinical practice and/or education within an academic community, and who possess the ability to integrate teaching and scholarship on an ongoing basis into the practice or learning of medicine and science. Innovative approaches to these endeavors will be considered a plus:

Clinical Care

The candidate must be acknowledged as an excellent clinician in his/her field. An established reputation among physicians both at MSSM and regionally as a resource for truly excellent care can be demonstrated by: awards; invitations to speak on clinical subjects; success in the care of other physicians' patients; general reputation on clinical subjects. An increasing volume of cases should reflect the candidate's expanding referral patterns and broadening catchment area.

Scholarship

Evidence of successful dissemination of scholarly information at the regional and national levels is important. Scholarship can be evidenced by mastery of fields of clinical medicine through continued publication and/or presentation of clinical observations, reviews, analytic studies, textbook chapters, state-of-the-art clinical practice, reviews and/or development of teaching materials, and faculty development. Demonstration of scholarship may also include publications and/or presentations resulting from: research; development of highly innovative clinical programs with leadership in those programs; development or introduction of new methods of delivery of care; development of innovative methods of assessing quality and outcomes; development of new techniques, instruments or procedures; a significant role in clinical trials and/or outcome studies; and/or outcome studies; and leadership roles in clinical teaching. For candidates whose scholarly work is in educational research, original contributions that receive national/international recognition and result in publications in the highest quality journals for educators as well as in invited presentations at premiere professional meetings will be used as criteria.

Education

The candidate should integrate excellent teaching into the clinical practice of medicine or as a central part of his/her duties in a basic science department. Teaching responsibilities and levels of leadership should parallel the growth in clinical or departmental leadership. The candidate should be seen as an excellent teacher in the programs or courses in which he/she participates, as judged by evaluations submitted by trainees and, if teaching is the primary criterion being used for promotion, by submission of a teaching portfolio. Innovation and development of educational programs and grant support for such programs will also be considered. Teaching and/or clinical awards may be used to demonstrate excellence. Mentoring of students/residents is important. The candidate should be able to demonstrate his/her educational contributions through a formal teaching portfolio or publication of peer-reviewed teaching materials. Significant administrative responsibility for a successful student or resident training program and service on national committees or in organizations involved in education of students, residents or fellows will also be highly valued.

Administration

Evidence of success in an administrative position may be demonstrated. Similarly, an active role in developing, implementing or evaluating innovative approaches that have a positive impact on the delivery of care or education, whether on an individual, programmatic or institutional level, will be favorably viewed.

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