

METRICS

CLINICAL TRACK

ASSOCIATE PROFESSOR

A faculty member who has demonstrated a high level of skill in teaching, advising, and/or mentoring, and as a practitioner, a commitment to diversity, equity and inclusion, and who has contributed actively to clinical or research programs. The individual must have a regional reputation in his/her area of expertise. Scholarly activity will be given positive consideration. Service to the University, its affiliates or to the profession will be given positive consideration where a substantial role can be documented.

METRICS

HIGH LEVEL OF SKILL IN TEACHING/ADVISING/MENTORING

Excellent student/resident evaluations and testimonials.

Strong evaluations from CME courses you may have taught and/or conference presentations you may have given.

Teaching awards.

100 hours teaching/service annually.

REGIONAL REPUTATION IN YOUR AREA OF EXPERTISE

Participation in regional professional societies including leadership roles.

Organizing sections for conferences.

Invited presentations at regional conferences.

Active involvement in regional educational activities, broadly defined.

HIGH LEVEL OF SKILL AS PRACTITIONER

Seen as a “go to” resource for patient care/resident training.

DIVERSITY, EQUITY AND INCLUSION*

Incorporate DEI topics into curriculum; teach/advise/mentor diverse learners and colleagues.

Work with patient advocacy groups or community partners; community health projects.

Work with vulnerable patient populations; address health disparities through outreach clinics; engage in CME activities to provide culturally competent care to diverse patients.

Departments should note that these metrics are for guidance. Individual departments may have further, specific metrics that they require for their faculty in these tracks. All DEI-related work not explicitly listed will be regarded positively by the CMFA.

**Diversity, Equity and Inclusion criteria will not go into effect until July 1, 2024*