

METRICS

CLINICAL TRACK

PROFESSOR

A faculty member who has demonstrated excellence 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 national reputation in his or her area of expertise. Evidence of scholarly activity is required. Service to the University, its affiliates or to the profession will be given positive consideration where a substantial role can be documented.

METRICS

EXCELLENCE IN TEACHING/ADVISING/MENTORING

Excellent student/resident evaluations, list of mentees and their career progression, testimonials.

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

Teaching awards.

100 hours teaching/service annually.

NATIONAL REPUTATION IN YOUR AREA OF EXPERTISE

Participation in national professional societies including leadership roles.

Organizing sections for conferences.

Invited presentations at national conferences.

Teaching the teachers through CME/other types of courses.

Advocacy/education work.

Journal reviewer.

SCHOLARLY ACTIVITY

Can include peer-reviewed/non peer-reviewed publications, book chapters, quality improvement documents, policy statements, new curriculum development, curriculum reviews, book/article reviews, position pieces.

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. Lead DEI for society organizations, serve on committees focused on DEI; develop inclusive governance policies and pathways to leadership for BIPOC faculty; advance faculty equity in salary, promotion and leadership.

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*