

METRICS

CLINICIAN EDUCATOR TRACK

ASSOCIATE PROFESSOR

A faculty member who has demonstrated a commitment to diversity, equity and inclusion, substantial involvement and documented recognition as excellent in teaching, advising, and/or mentoring, and as a practitioner, and who has made important contributions to a clinical or research program. The individual must have a regional reputation in his/her area of expertise. 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

SUBSTANTIAL INVOLVEMENT IN TEACHING

Leadership role in a residency program.
Course leader for a medical school course or elective.
New course/elective curriculum development.
Trainer for residency subspecialty.
Journal club leader.
200 hours teaching/service annually.

EXCELLENT TEACHER/ADVISOR/MENTOR

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.

REGIONAL REPUTATION IN YOUR AREA OF EXPERTISE

Participation in regional professional societies including leadership roles.
Organizing sections for conferences.
Invited presentations at regional conferences.
Teaching the teachers through CME/other types of courses.
Advocacy/education work.

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.

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.
Research in health disparities/DEI; engage BIPOC investigators; scholarship related to health disparities/DEI; enroll diverse populations in research studies.

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*