

METRICS

TEACHING SCHOLAR TRACK

ASSOCIATE PROFESSOR

A faculty member who has a major educational role in a University-sponsored or affiliated program, who exhibits excellence and innovation in teaching, and has demonstrated a commitment to diversity, equity and inclusion. The individual must have a national reputation in his/her area of expertise. A continuous record of scholarship since the last appointment or promotion is expected. Excellent clinical skills will be given positive consideration. Service contributions to the University, its affiliates or the profession will be given positive consideration where a substantial role can be documented.

METRICS

MAJOR EDUCATIONAL ROLE

Director, Asst. Director of a residency program.
Course leader for a medical school course or elective.
New course/elective curriculum development.
Lead trainer for residency subspecialty.
Journal club leader.
Research training and mentorship.

EXCELLENCE AND INNOVATION IN TEACHING

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.
Development of new courses using a variety of methods and technologies.

CONTINUOUS RECORD OF SCHOLARSHIP

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

NATIONAL REPUTATION IN HIS/HER AREA OF EXPERTISE

Participation in national professional societies including leadership roles.
Organizing sections for conferences.
Invited presentations at national conferences.
Creating research methodologies used by peers in your field.
Creating curriculum, educational materials, assessment tools and methods used by peers or in medical schools.
Outside referees attest to your national reputation.

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.
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*