

**Clinical Series Track**

This track is for faculty members who primarily engage in patient care.

Annual review areas: Research/Scholarship, Clinical Service, Teaching/Education, Academic Service, Administrative Service (if applicable)

**Effort**

Research/Scholarship	0%
Clinical Service	50-85%
Teaching/Education	5-10%
Academic Service	5-10%
Administrative Service	0-50% (if applicable)

**Criteria for promotion**

<b>Category</b>	<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Full Professor</b>
<b>General</b>	<ul style="list-style-type: none"><li>• Clinician Patient care focus</li></ul>	<ul style="list-style-type: none"><li>• Maintenance of Board Certification</li><li>• Typically <math>\geq</math>5-6 years as Asst. Professor</li><li>• Established, respected faculty – proven excellent performance as a clinician and educator</li><li>• Local and/or regional reputation in clinical specialty</li><li>• Excelling in clinical service and at least one other category below (Teaching, Scholarly activities, administrative service or Academic service)</li></ul>	<ul style="list-style-type: none"><li>• Maintenance of Board Certification</li><li>• Typically <math>\geq</math>5-6 years as Assoc. Professor</li><li>• Established, respected faculty – proven excellent performance as a clinician, leader and educator</li><li>• Regional and/or National reputation in clinical specialty</li><li>• Excelling in clinical service and at least two other categories below (Teaching, Scholarly activities, administrative service or Academic service)</li></ul>

<p><b>Research/Scholarship</b></p>		<p>Evidence of clinical scholarly activities including two of the following:</p> <ul style="list-style-type: none"> <li>• Development of clinical quality policies, guidelines, or publications</li> <li>• Presentations to local, regional, or national organizations or at academic institutions (including abstracts and posters)</li> <li>• Educational programs, educational presentations to local, regional, or national organizations or academic institutions</li> <li>• Participation in clinical trials (e.g., recruitment, medical management of participants)</li> <li>• Manuscript co-authorship</li> </ul>	<p>Continued evidence of clinical scholarly activities, typically three of the following:</p> <ul style="list-style-type: none"> <li>• Development of clinical quality policies, guidelines, or publications</li> <li>• Presentations: local, regional, national and international organizations or at academic institutions (including abstracts and posters)</li> <li>• Educational programs, educational presentations to local, regional, or national organizations or academic institutions</li> <li>• Leadership in clinical trials (e.g., recruitment, medical management of participants)</li> <li>• Manuscript co-authorship</li> </ul>
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<p><b>Clinical Service</b></p>	<ul style="list-style-type: none"> <li>• Providing high-quality patient care</li> <li>• Participate in quality improvement</li> <li>• Service activities</li> </ul>	<ul style="list-style-type: none"> <li>• Respected clinician in field</li> <li>• Clinical productivity typically above % cFTE benchmarks for specialty (RVUs, access to care, patient satisfaction, note completion, etc.)</li> <li>• Providing high-quality patient care beyond peers</li> <li>• Helpful if present but not mandatory</li> <li>• Leading quality improvement</li> <li>• Attracting regional/statewide service</li> </ul>	<ul style="list-style-type: none"> <li>• Respected expert clinician in field</li> <li>• Clinical productivity typically above % cFTE benchmarks for specialty (RVUs, access to care, patient satisfaction, note completion, etc.)</li> <li>• Leader in regional care area and participating in community outreach</li> <li>• Developed a new service area</li> <li>• Impact on the local, regional, or national community</li> <li>• Leadership of quality initiatives and outcomes that influence hospital policy</li> <li>• Attracting regional/statewide/national service</li> </ul>
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<p><b>Teaching/Education</b></p>	<ul style="list-style-type: none"> <li>• Teaching/mentoring residents or students</li> <li>• Occasional lecture</li> <li>• Patient/community education</li> <li>• Educating community physicians</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of respected teaching activities via direct contact with COM medical students, residents, and/or fellows: <b>teaching evaluations</b> from students and peers</li> <li>• Respected Teaching including ward and/or clinic attending, preceptorship in clinical venues, didactic teaching, presentations at CME or Grand Rounds</li> <li>• Lead instructor on a class/training program</li> <li>• Mentoring and advising of medical students, residents, fellows, or junior faculty</li> <li>• Developing innovative and creative ways to teach current topics</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of accomplished teaching activities via direct contact with COM medical students, residents and/or fellows: <b>teaching evaluations</b> from students and peers</li> <li>• Accomplished Teaching including ward and/or clinic attending, preceptorship in clinical venues, didactic teaching, presentations at CME or Grand Rounds</li> <li>• Sustained mentorship/training of students/residents/fellows/and junior faculty</li> <li>• Teaching in clinical venues (OR, patient units, and clinics) or in didactic contexts (Grand Rounds, etc.)</li> <li>• Division leader in education</li> </ul>
<p><b>Academic Service</b></p>	<ul style="list-style-type: none"> <li>• Membership in a professional society</li> <li>• Serving on Departmental committees</li> </ul>	<ul style="list-style-type: none"> <li>• Participation in relevant extramural organizations</li> <li>• Participation in community outreach in Southern AZ (i.e., hosting community events or talks, or representing Division or Department in events)</li> <li>• Active in a professional society</li> <li>• Serving on College/University committees</li> <li>• Chairing COM and department committees</li> </ul>	<ul style="list-style-type: none"> <li>• Participation in relevant extramural organizations</li> <li>• Organizing, coordinating and participating in community outreach in Southern AZ</li> <li>• Organizing national meetings</li> <li>• National or international leadership</li> <li>• Serving on advisory boards</li> <li>• Leadership roles on college/university committees</li> <li>• National service reputation</li> <li>• Chairing institutional committees</li> </ul>

<b>Administrative Service</b>		<p>Typically 2-3 of the following:</p> <ul style="list-style-type: none"> <li>• Participation in departmental and COM and/or hospital committees</li> <li>• Participation in relevant extramural professional organizations, and memberships</li> <li>• Tangible work in quality arena with specific projects and outcomes</li> </ul>	<p>Typically 3-5 of the following:</p> <ul style="list-style-type: none"> <li>• Participation in departmental and COM and/or hospital committees</li> <li>• Participation in relevant extramural professional organizations, and memberships</li> <li>• Leader of quality initiatives with projects/outcomes that influence hospital policy</li> </ul>
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