Assistant Professor / Clinical Practice Track

Appointment, reappointment and promotion at this level may be extended to clinical providers who hold board certification or the equivalent, have demonstrated a commitment to excellence in clinical care and possess the ability to expand both the breadth and volume of their practice over time.

✓ Quality of Care

Candidates must show evidence of superior competence in the provision of clinical services. Case mix adjusted quality indicators such as morbidity/mortality, length of stay, adherence to established appropriate use criteria and performance measures can be presented. Candidates should be perceived by other physicians in the institution and in the metropolitan area as a source of excellent care for patients, as evidenced by patient referrals. Candidates providing clinical laboratory services should be perceived by their colleagues, both institutionally and externally, as excellent diagnosticians.

✓ Patient Satisfaction

There should be evidence that clinicians who provide direct services to patients deliver expert, compassionate care. Positive feedback on patient satisfaction surveys can reflect a physician's abilities as a communicator and caregiver, as well as the attention a physician dedicates to creating a practice atmosphere that is friendly and supportive.

✓ Innovation

Candidates may demonstrate receptivity to new techniques and methods of thinking that they incorporate into their practice of medicine to enhance the quality of care they provide to patients.

✓ Administration

Candidates may be evaluated on the basis of their administrative contributions to the delivery of care. Success in organizing and overseeing changes that have a positive impact on quality of care, scope of services, accessibility, patient satisfaction, financial and program viability and other areas will be considered.
Service

Candidates may show evidence of involvement in Mount Sinai committees and external professional organizations.

Teaching

Candidates who teach should be recognized as excellent mentors and educators by their peers and students as judged by course, clerkship or resident evaluations. Candidates may also present evidence of their efforts to educate patients in disease management and the maintenance of good health and health education initiatives in the community in which they practice.

Appointment and Term

Appointment or promotion to the rank of Assistant Professor in the Clinical Practice Track is at the discretion of the Department Chair. The term of appointment will be one, two or three years.

Reappointment and Non-Reappointment

The Chair will provide notice of reappointment or non-reappointment.

If the Chair wishes to reappoint the individual, the new term of appointment can be one, two or three years. Reappointment to a term greater than one year in length requires review and approval by the Office of the Dean. There is no limit on the number of reappointments permitted.

If a decision to reappoint a faculty member is made during a term extension as described in the section on notices of non-reappointment (about/faculty-resources/handbook/appointments/full-time/non-reappointment), the reappointment notice must be in writing from the Chair. The reappointment will commence retroactive to the first day following completion of the original term of appointment.

In the event of non-reappointment, the Chair will provide written notice. The timing of notices of non-reappointment (about/faculty-resources/handbook/appointments/full-time/non-reappointment) to the full-time faculty is determined by the length of the term of appointment.

Promotion

Qualified faculty may at any time be proposed for promotion to Associate Professor.

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