Associate Professor / Clinical Practice Track

Appointment, reappointment and promotion to this level may be extended to faculty who demonstrate excellence and leadership in providing clinical services, teaching and clinical administration. Candidates should be acknowledged clinical experts and/or experts in clinical administration both within and beyond the institution. Candidates should be active participants in institutional and departmental committees, making contributions at both levels. In addition to meeting the qualifications outlined for more junior levels, faculty at this rank are expected to demonstrate skills and accomplishments in some or all of the following areas:

✓ Quality of Care

Candidates must be acknowledged as excellent clinicians in their field and as a resource for truly excellent care. An established reputation among physicians and other health professionals both at Mount Sinai and in the community can be demonstrated by awards, invitations to participate in and/or speak at meetings and discussions of clinical care, success in the care of one's own and other physicians' patients, evidence of having been consulted for analytic, diagnostic or treatment opinions on difficult or unique cases, and for general reputation on clinical subjects. An increasing volume of cases can reflect the candidate's expanding referral base and wide catchment area. Candidates should be perceived by other experts in the region as a source of excellent care for patients, e.g., through patient referrals, or, if focused on laboratory services, for excellent analytical and diagnostic skills.

✓ Patient Satisfaction

Candidates should show evidence of a growing patient base that includes both new patients and an established panel of loyal patients. High grades on patient satisfaction surveys are an important indicator.

✓ Innovation

Candidates should integrate advances in the field into clinical practice. A candidate may also show evidence of new approaches that he/she developed that have proven successful or have the potential for improving the care of patients; patents and commercialization relating to such approaches will be favorably viewed. Development of multidisciplinary practices that demonstrably improve patient care and management may be cited. Involvement in clinical trials will also be considered.
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 are expected to play an increasingly active role in the activities of the department and institution, including committee service; leadership in such service carries special weight. Participation and leadership in external professional organizations is desirable. Providing pro bono clinical care through local, national and international organizations may be considered.

Teaching

Candidates should show increasing involvement in teaching and mentoring of students, house staff, fellows or other health professionals; teaching awards provide strong evidence of excellence in this area. Invitations to lecture or participate in panels at other schools will be favorably viewed. Education of the public and patients through lectures and discussion sessions at community centers or in other settings will be considered.

Appointment and Term

Appointment and promotion to the rank of Associate Professor is upon recommendation by the Department Chair, with subsequent approval by the Committee on Appointments, Promotions and Tenure. The term of appointment can be one, two or three years, at the discretion of the Chair.
Reappointment and Non-Reappointment

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

Reappointment can be for a term of one, two or three years in length, at the discretion of the Chair. 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, 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 to the full-time faculty is determined by the length of the term of appointment.

Promotion

The Chair may, at any time, recommend qualified faculty for promotion to the rank of Professor.

Contact Us

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