Clinician and / or Educator Track

Candidates for appointment or promotion in the Clinician and/or Educator Track will be evaluated based on the sum of their academic accomplishments in five major categories of activities: clinical care, education, administrative functions, research/scholarship, and funding. Given the richness of this mix it is not expected that every candidate will demonstrate accomplishments in all of these categories; the relative contribution in each area may differ by candidate, and an absence of experience in some categories will not be a barrier to appointment or promotion as long as the overall contributions constitute a body of significant achievement. Innovation in any or all relevant areas is encouraged.

Scholarship is likely to be focused in a candidate's major areas of expertise rather than in basic investigation. While an excellent physician may be a significant generator of clinical revenues, scholarship rather than income-earning ability is of primary concern. Evaluation of a candidate's publication record will extend beyond the first and last authorship positions and will include the candidate's significant contributions as a middle author.

Although all faculty are expected to be competent as teachers, excellence in educational activities may be considered as a primary criterion for promotion in the Clinician and/or Educator Track. Faculty from basic science departments whose primary activity is teaching rather than research will be eligible for appointment in this track.

It is expected that as faculty advance in their academic careers, they will demonstrate increasing service and leadership in administrative and policy-making functions of the institution and the broader scientific and medical communities. Involvement and leadership in institutional innovation, quality improvement initiatives, and clinical outcome studies present expanding opportunities for clinicians to make a broad impact in the clinical arena. Significant participation in and contributions to major institutional committees that are critical to the mission of the school and its affiliated hospitals (such as Institutional Review Board, Admissions Committee, Medical Board) will be given consideration when faculty are under review for promotion. Additionally, outstanding service in a significant administrative role (such as Vice-Chair, Training Program Director) will also be considered.

Updated November 2014

- **Assistant Professor**

  Learn about Assistant Professor Rank within C-E Track ([about/faculty-resources/handbook/appointments/full-time/clinician-educator/assistant]).

- **Associate Professor**

  Learn about Associate Professor Rank within C-E Track ([about/faculty-resources/handbook/appointments/full-time/clinician-educator/associate]).
Learn about Professor Rank within C-E Track (about/faculty-resources/handbook/appointments/full-time/dclinician-educator/professor).

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