Professor / Clinical Practice Track

Appointment, reappointment and promotion at this level may be extended to individuals who possess a record of outstanding performance as rare master clinicians and/or master clinical laboratory leaders. They are expected to have assumed substantial leadership roles in the provision of clinical services and to exhibit excellence as exemplary teachers, often for the innovative approaches that they take in their work. Candidates should be locally, regionally and even nationally recognized for contributions to the organization and delivery of clinical care.

_quality of care_

Candidates may be widely perceived as outstanding Master Clinicians. They should be clearly recognized at the institutional level as significant leaders within their specific clinical areas, and should be actively sought after on an institutional and regional level for their expertise; recognition at the national level will be considered a significant strength. A panel of patients that includes other physicians can be a valuable indicator of the high regard which colleagues have for a physician candidate. Novel methods for successfully addressing patient needs, whether on the individual level or programmatically, will be considered. Candidates should be seen as a resource both within and outside the local region for defining quality and standards of practice in their area of expertise. Receiving broad-based referrals and consultations will be important evidence of the high regard shown by peers.

_patient satisfaction_

Physician candidates will be expected to elicit an outstanding level of patient satisfaction. Receiving the highest ratings on patient satisfaction surveys will be considered an important indicator of the candidate’s success as a caregiver and communicator, as well as on his/her ability to create a warm and supportive practice atmosphere for patients. The length of time that patients remain in the candidate’s practice, with consideration for the nature of the practice, can also be reviewed as a reflection of satisfaction.

_innovation_

Candidates must demonstrate an ongoing ability to incorporate the latest standards into the provision of excellent clinical services. Evidence that a candidate has created and nurtured a clinical program known widely for innovation and excellence will be given strong consideration. Patents for new techniques or devices, or adoption of the candidate’s techniques or devices by other institutions, will be acknowledged.
Service

Candidates are expected to function as leaders in their departments, and to play prominent roles on committees in the department and medical center. It is expected that candidates participate in professional societies and serve on committees and/or in leadership positions in those societies. Providing pro bono clinical care through local, national and international organizations will be considered.

Teaching

Candidates may demonstrate success as role models and mentors to young faculty, students, house staff, fellows or other health professionals; a record of teaching as well as teaching awards can be cited as evidence of excellence in this area. Invitations to lecture and participate in panels at other institutions or organizations, particularly at the national level, can demonstrate broad recognition of one's role as a clinician and teacher. Providing patient education through lectures at community centers or in other settings is expected.

Appointment and Term

Appointment or promotion to Professor is upon recommendation by the Department Chair, with subsequent approval by the Committee on Appointments, Promotions and Tenure. The term of appointment is one, two, three, four or five years, at the discretion of the Chair. Tenure is not offered in this track.

Reappointment and Non-Reappointment

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

Reappointment can be one, two, three, four or five years in length, at the Chair’s discretion. 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.

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