

ICAHN SCHOOL OF MEDICINE AT MOUNT SINAI

CLINICAL PRACTICE &/OR ADMINISTRATIVE LEADERSHIP TRACK* – CRITERIA ACROSS RANKS

**Eligibility for this track requires that at least 90% of effort is dedicated to clinical or related activities.*

	ASSISTANT PROF.	ASSOCIATE PROFESSOR	PROFESSOR
OVERVIEW	<ul style="list-style-type: none"> Board certification or equivalent. Demonstrated commitment to excellence in clinical care, clinical administration and other clinical activities. Ability to expand breadth/volume of practice over time. 	<ul style="list-style-type: none"> Excellence in clinical care/clinical or clinical lab administration/ education program leadership Excellence in teaching a plus Reputation – Recognized within MSHS, community and region for excellence Active participation in department and institutional committees. 	<ul style="list-style-type: none"> Record of outstanding performance as: Master Clinician; Laboratory Director; senior departmental or institutional administrative leader; or, educational program director Exemplary teacher, Reputation – Nationally recognized for contributions to organization/delivery of care Substantial leadership roles in clinical care
Quality	<ul style="list-style-type: none"> Superior clinical competence Clinical excellence recognized by MSHS physicians and other metropolitan area physicians (especially evidenced in patient referrals) 	<ul style="list-style-type: none"> Excellent performance on quality metrics Established reputation among MDs and other health professionals in MSHS and in region Increasing volume of cases reflecting expanding referral base. Admin. role → quality improvements 	<ul style="list-style-type: none"> Superior performance on quality metrics Widely perceived as outstanding Master Clinician; at MSHS, recognized as significant leader in own area of expertise Resource within and beyond region for defining quality and standards of practice
Patient Satisfaction	<ul style="list-style-type: none"> Compassionate and expert care Positive patient survey feedback 	<ul style="list-style-type: none"> Growing patient base that includes both new patients & established panel of loyal patients High grades on patient surveys 	<ul style="list-style-type: none"> Outstanding level of patient satisfaction Highest ratings on patient satisfaction surveys
Innovation	<ul style="list-style-type: none"> Demonstrate receptivity to new techniques and methods of thinking to incorporate into practice 	<ul style="list-style-type: none"> Integrate advances in field into clinical practice, laboratory management, or education May show evidence of new approaches that she/he developed that have proven successful or have potential to improve patient care, whether directly or indirectly. 	<ul style="list-style-type: none"> Ongoing incorporation of latest practice standards into provision of excellent care Creating/building/overseeing clinical programs widely known for innovation/excellence a plus Introduction of new techniques/devices, or their adoption by others a plus
Service	<ul style="list-style-type: none"> Involvement in MSHS committees and external professional organizations 	<ul style="list-style-type: none"> Increasingly active role in department and MSHS, including committee service; leadership a plus Participation/leadership in professional organizations a plus 	<ul style="list-style-type: none"> Leaders in departments. Prominent committee roles in dept and MSHS Leadership in professional societies
Teaching	<ul style="list-style-type: none"> Those who teach should be recognized as excellent mentors and educators by their peers and students 	<ul style="list-style-type: none"> Increasing teaching and mentoring Increasing involvement in education program administration Lectures and panel participation at other schools/organizations a plus Public/patient education a plus 	<ul style="list-style-type: none"> Proven success as role models and mentors, teachers Invitations to lecture, participate in panels at national level a plus Public/patient education expected

A detailed description of this track is in Chapter IV of the [Faculty Handbook](#).

Updated 3-21