

Quantitative and Qualitative Promotion Guidelines for MUSM Clinical Affiliate Faculty on the Clinical Scholar Promotion Track

Clinical Scholar Track: This track recognizes faculty with a commitment to active participation in the education of medical students and residents/fellows. These faculty are expected to maintain clinical practice and to disseminate clinical knowledge and techniques through scholarly publications and professional presentations.

Domains	Activities	Associate Professor	Professor*
Clinical practice	Maintains an active clinical practice (must have an active medical license)	Minimum of 5 years of experience as an Assistant Professor, unless exemplary; <u>Must have experience working with MUSM medical students in the clinical environment</u>	Minimum of 5 years as an Associate Professor, unless exemplary; <u>Must have experience working with MUSM medical students in the clinical environment</u>
	Meets hospital/clinic/practice measures or outcomes (e.g., productivity, patient satisfaction, patient safety, etc.)	Consistently	Consistently
	Demonstrates effectiveness and excellence in the care of patients	Consistently	Consistently
	Demonstrates effectiveness and excellence as a role model	Consistently	Consistently
Scholarship/ Research	<p>Examples – See the annotated CV for additional examples.</p> <p>Categories of scholarship:</p> <ul style="list-style-type: none"> • Peer-reviewed publications • Peer-reviewed presentations • Internally funded grants • Externally funded grants • QI-patient safety initiatives • Peer-reviewed social media posts on reputable, publicly available websites 	<p>5 total products that include:</p> <ul style="list-style-type: none"> 2 peer-reviewed publications 2 peer-reviewed presentations 1 QI-Patient Safety Initiative <p><u>Evidence of scholarship/ research with MUSM students</u></p>	<p>12 products that include:</p> <ul style="list-style-type: none"> 6 peer-reviewed publications with at least 3 publications since the last promotion. 3 peer-reviewed presentations 2 QI-Patient Safety Initiatives

		<u>is required; you must make this clear in your application by including student names</u>	<u>Evidence of scholarship/research with MUSM students is required; you must make this clear in your application by including student names</u>
Teaching, mentoring, coaching, and advising	Achieves good/excellent medical student and/or resident evaluations. Include any personal statements from learners or colleagues if you do not have formal evaluations	Consistently good evaluations	Consistently excellent evaluations
	Active participation in teaching medical students, fellows, and/or residents in the clinical environment – includes one-on-one teaching, group teaching, supervising students/residents, mentoring, teaching clinicals (i.e., teaching on rounds or in clinic)	Minimum of 3 clinical rotations with <u>MUSM medical students</u> and/or 3 years supervising residents	Minimum of 6 clinical rotations with <u>MUSM medical students</u> and/or 6 years supervising residents
Service Categories: Institutional, professional/academic, hospital, and community service/outreach	<p>Examples of service</p> <ul style="list-style-type: none"> • Administrative or leadership role in the practice setting (e.g., management of employees or other practitioners) • Leadership role in an academic or professional society • Editorial board or journal reviewer • Serve on a School of Medicine or Mercer University committee • Serve as a student candidate interviewer for the School of Medicine • Serve on a hospital or clinic committee; any committee service of at least 1 year is counted as 1 activity, a full 3- 	2 different activities with at least 1 at MUSM or Mercer University	3 activities with at least 1 that is different from the other 2 categories of service. At least 2 activities at MUSM or Mercer University

	<p>year term is counted as 3 activities</p> <ul style="list-style-type: none"> • Advocate for improving patient care regionally/statewide/nationally • Volunteer service activity <ul style="list-style-type: none"> ○ Service on a local/community board ○ Community outreach ○ Mission work 		
Administration /Leadership	<p>Examples – See the annotated CV for additional examples:</p> <ul style="list-style-type: none"> • DIO • Assistant, Associate, Senior Associate Dean • Department chair • Section chief, director, or leader of a clinical area • Consultant appointments and/or lectureships • Leadership position: professional staff 	Little or none required	Little or none required
Reputation	<p>Develops as a subject matter expert in a clinical practice area</p>	<p>Local/Regional</p> <ul style="list-style-type: none"> • Established expert in one’s field • Validation of teaching, scholarship, and clinical practice at a local, state, or regional level 	<p>National/International</p> <ul style="list-style-type: none"> • Recognized expert in one’s field at a national or international level • Source of referral for expert opinion

* Promotion to professor includes those contributions made while an assistant and associate professor (i.e., cumulative)