

# METRICS

# CLINICIAN EDUCATOR TRACK

## PROFESSOR

A faculty member who has demonstrated a commitment to diversity, equity and inclusion, substantial involvement and documented recognition as an excellent teacher, advisor, and/or mentor, and as a practitioner, and who has made important contributions to a clinical or research program. The individual must have a national reputation in his or her area of expertise. Scholarly activity is required. Service to the University, its affiliates or to the profession will be given positive consideration where a substantial role can be documented.

## METRICS

### **SUBSTANTIAL INVOLVEMENT IN TEACHING**

Director, Asst. Director of a residency program.  
Course leader for a medical school course or elective.  
New course/elective curriculum development.  
Lead trainer for residency subspecialty.  
Journal club leader.  
200 hours teaching/service annually.

### **EXCELLENT TEACHER/ADVISOR/MENTOR**

Student/resident evaluations, list of mentees and their career progression, testimonials.  
Evaluations from CME courses you may have taught and/or conference presentations you may have given.  
Teaching awards.

### **NATIONAL REPUTATION IN YOUR AREA OF EXPERTISE**

Participation in national professional societies including leadership roles.  
Organizing sections for conferences.  
Invited presentations at national conferences.  
Teaching the teachers through CME/other types of courses.  
Advocacy/education work.

### **SCHOLARLY ACTIVITY**

Can include peer-reviewed/non peer-reviewed publications, book chapters, quality improvement documents, policy statements, new curriculum development, curriculum reviews, book/article reviews, position pieces..

### **DIVERSITY, EQUITY AND INCLUSION\***

Incorporate DEI topics into curriculum; teach/advise/mentor diverse learners and colleagues.  
Lead DEI for society organizations, serve on committees focused on DEI.  
Work with patient advocacy groups or community partners; community health projects.  
Research in health disparities/DEI; engage BIPOC investigators; scholarship related to health disparities/DEI; enroll diverse populations in research studies.

*Departments should note that these metrics are for guidance. Individual departments may have further, specific metrics that they require for their faculty in these tracks. All DEI-related work not explicitly listed will be regarded positively by the CMFA.*