Summary of DOIM Promotion Criteria Guidelines for Clinician Educators
(summarized from document approved 12/2010)

Criteria for promotion from Assistant to Associate Professor

1. Demonstration of excellence in education
   - Participation in instruction of learners at more than one level, more than one venue, with good/excellent evaluations
   - Curriculum development, educational leadership, and/or advising/mentoring in education
2. Demonstration of excellence in clinical care
   - Judged by Division Chief and peer letters
3. At least 5 scholarly products in 5 years – includes:
   - Peer-reviewed manuscripts
   - Peer-reviewed abstracts published or presented at regional/national meetings
   - Peer-reviewed curriculum
   - Adoption of curriculum innovations or learner assessment tools locally or by other institution
   - Course Director or educational session at regional/national meeting
4. Local/Regional reputation – examples:
   - Lecturer for outside dept or community group
   - Presentation at local or regional CME conf
   - Cross disciplinary book chapter by HSC faculty
   - SEAC grant

Criteria for promotion from Associate to Professor

1. Demonstration of excellence in education
   - Participation in instruction of learners at more than one level, more than one venue, with good/excellent evaluations
   - Curriculum development, educational leadership, and/or advising/mentoring in education
2. Demonstration of excellence in clinical care
   - Judged by Division Chief and peer letters
3. At least 10 scholarly products – includes:
   - Peer-reviewed manuscripts
   - Peer-reviewed abstracts published or presented at regional/national meetings
   - Peer-reviewed curriculum
   - Adoption of curriculum innovations or learner assessment tools locally or by other institution
   - Course Director or educational session at regional/national meeting
4. Regional/National reputation – examples:
   - Invited Lectures/Workshops at other institutions, organizations
   - Reviewer for proposed posters/presentations/abstracts for regional/national meetings
   - Educational Consultant/Trainer for National Educational Organization
   - National Organization Committee work
   - National Journal reviewer/editor
5. Mentoring of junior faculty

- JRPierce 2014.Jan01