

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