

Appendix 7: COM Promotion Matrix for Promotion to Associate Level. R= required and S=suggested. Currently ALL our faculty falls in the Clinician Educator Track

Associate Professor	Clinician Educator
Continues to meet all the criteria for Assistant Professor with a record of achievement in research, teaching, and/or clinical service. (Participation in interprofessional teaching and inter-disciplinary research encouraged)*	R*
Record of excellence in high quality patient care, teaching and/or research	R
Established independent investigator with major impact in planning/development of research project. Involved in teaching activities, including formal lectures, grand rounds, and/or continuing medical education.	
Principal investigator on significant research grants	
Co-investigator on research grants.	
Local, regional or national grant support for independent research or development of teaching methods, or health care delivery methods, or clinical care systems	S
Peer recognition for research activities including invitations to present work at other universities, workshops and scientific conferences.	
Direct involvement in research.	R
Organization of clinical services to provide a setting for medical education and a data base for clinical research.	R
Active in training of students and/or post-graduates.	R
Serves as Course Director for one or more major professional courses	
Important contributor to course development or course direction.	S
Superior evaluations of teaching by students, residents, peers, course directors, dept. chairs.	R
Nominated for or recipient of teaching awards.	S
Presentations at national/international meetings.	R
Continued publication of reviews, chapters, textbooks, peer reviewed papers, and/or innovative teaching materials (new curricula, educational programs, syllabi, video materials, computer programs, etc.) that influence the science and practice of medicine at the regional & national levels	R
Continued publication of important and original clinical and/or laboratory investigations with significant authorship.	
Total publications with significant authorship since last promotion	
Total publications with authorship since last promotion	≥5
Development of new teaching materials, such as curricula, educational programs, textbooks, syllabi, computer programs and video tapes	R
Established reputation inside and outside local institution as an authority in a clinical specialty or for leadership in primary care	R
Contributions to committees at department, college, university, community, state, regional, national and international levels	R State Level
Leadership role in department and hospital as a section or division head, or program director	S
Active involvement in local and national professional organizations	R
Election to scientific organizations in discipline.	S