

## Clinician-Educator Pathway: Promotion Benchmark – Examples

Criterion	Assistant → Associate Professor	Associate → Professor	Tenure Eligibility
<b>Timeline (Typical)</b>	Minimum 5 years as Assistant Professor	Minimum 5-7 years as Associate Professor	<i>Pending Divisional/Departmental Leadership Endorsement</i>
<b>Educational Scholarship</b>	<ul style="list-style-type: none"> <li>• ≥10 publications/PESPs</li> <li>• Senior author in journals</li> <li>• Present at national/international meetings</li> <li>• Serve as peer reviewer</li> </ul>	<ul style="list-style-type: none"> <li>• &gt;20 peer-reviewed publications/PESPs with substantial field impact</li> <li>• Invited articles/reviews as first or senior author</li> <li>• Book editor roles</li> <li>• Co-I or PI on grants</li> </ul>	<ul style="list-style-type: none"> <li>• High-impact publication program</li> <li>• Documented scholarly influence (H-index, citations)</li> <li>• Editor/Associate Editor roles</li> <li>• External funding strengthens but not required</li> </ul>
<b>Teaching Excellence</b>	<ul style="list-style-type: none"> <li>• 5+ years significant teaching</li> <li>• Strong evaluations (≥4 on 1-5 scale)</li> <li>• Lead courses/clerkships/programs</li> <li>• Direct fellowships or residencies</li> </ul>	<ul style="list-style-type: none"> <li>• 10-12+ years teaching contributions</li> <li>• Direct major medical school, fellowship, or residency programs</li> <li>• Develop faculty development programs</li> </ul>	<ul style="list-style-type: none"> <li>• Active educational research program</li> <li>• Educational innovations adopted across institutions</li> <li>• Measurable improvements in learner outcomes</li> </ul>
<b>Clinical Excellence</b>	<ul style="list-style-type: none"> <li>• Meet clinical quality metrics</li> <li>• Strong peer-reviewed reputation</li> <li>• Maintain board certification</li> </ul>	<ul style="list-style-type: none"> <li>• Direct clinical services/programs</li> <li>• Lead institutional clinical/QI committees</li> <li>• National recognition for clinical care</li> </ul>	<ul style="list-style-type: none"> <li>• Sustained clinical excellence supporting educational mission</li> </ul>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Service on institutional committees</li> <li>• Growing educational impact</li> </ul>	<ul style="list-style-type: none"> <li>• Lead institutional or national education committees</li> <li>• Educational research that changes practice</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership in national medical education organizations</li> <li>• Policy influence on educational standards</li> <li>• Institutional positioning as national leader</li> </ul>
<b>Recognition</b>	<ul style="list-style-type: none"> <li>• Regional/national reputation in medical education</li> </ul>	<ul style="list-style-type: none"> <li>• Election to Academy of Distinguished Medical Educators</li> <li>• Visiting professor at national/international meetings</li> <li>• National recognition for mentoring</li> </ul>	<ul style="list-style-type: none"> <li>• Major national/international awards</li> <li>• External validation through expert panels</li> <li>• Distinguished lectureships</li> </ul>
<b>Mentoring &amp; Legacy</b>	<ul style="list-style-type: none"> <li>• Effective mentoring of students/trainees</li> </ul>	<ul style="list-style-type: none"> <li>• Mentor educational leaders who achieve independent success</li> <li>• Legacy building in medical education</li> </ul>	<ul style="list-style-type: none"> <li>• Track record of developing independent educational scholars</li> <li>• Former mentees in leadership positions</li> <li>• Lasting contributions to field</li> </ul>

### Key Notes:

- The **above benchmarks are examples** to guide faculty development **and are not to be strictly followed as rigid checklists**. Promotion and tenure decisions are based on a holistic review of a faculty member's full body of work, considering the quality, impact, and significance of contributions within the context of their career trajectory.
- External funding as PI, Co-PI, or Co-I strengthens applications but is not required for promotion or tenure in the Clinician-Educator pathway.