Clinician Educators

New Faculty Orientation
November 8, 2017

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Chair, Clinical Educator Appointment and Promotions Committee
Clinical Professor, Obstetrics and Gynecology
The Clinician Educator line was established in 2004.

It has grown to be the largest line in the medical school. There are currently over 1800 CE’s, which exceeds the number of UTL’s and MCL’s combined.

It is anticipated to continue to grow most rapidly.
Professoriate/Instructors/CE’s

- Professoriate: 41%
- Clinician Educators: 54%
- Instructors: 5%

September 2016
Clinician Educators (Affiliated)

- CE (Affiliated): 31%
- CE: 69%

September 2016
CE Affiliates Practice in a Wide Variety of Sites

- CE Affiliates are employed by an institution that has an affiliation agreement with Stanford and provides patient care, clinical teaching or other duties that advance the missions of Stanford Health.
- The vast majority of CE Affiliates are at:
  - Santa Clara Valley Medical Center (SCVMC)
  - VA Palo Alto Health Care System (VAPAHCS)
  - Kaiser, Santa Clara
- There are CE affiliates at Valley Children’s Hospital (Madera) Intermountain Health (Utah) and University of Zimbabwe Medical School.
Growth of Clinician Educator Line
2010-2016
Clinician Educators by Rank

- Clinical Instructor: 30%
- Clinical Assistant Professor: 42%
- Clinical Associate Professor: 19%
- Clinical Professor: 9%

September 2016
“Typical” Clinician Educator

• Historically: Activities centered around clinical care and clinical teaching

• Currently heterogeneous group
  – Clinical Care
  – Teaching
  – Institutional Service (includes administration, quality, consultation)
  – Research, Scholarship
Clinician Educators are a Heterogeneous Group by Training

• Vast majority (96%) have Medical Degrees, but the medical degrees include MD, DDS, DO, DVM (Veterinary medicine).

• 4% with other degrees include physicists, neuropsychologists, physician assistants, speech pathologists, genetic counselors.
Clinician Educators Practice in a Wide Variety of Settings

- Stanford Hospital and Clinics
- Lucille Packard Children’s Hospital
- Stanford sites in Redwood City, Sunnyvale, Los Gatos, Cancer Center South Bay (San Jose), Emeryville
- ValleyCare Health (Pleasanton, Dublin, Livermore)
- John Muir Hospital (Walnut Creek)
- California Pacific Medical Center (San Francisco)
- Dominican Hospital (Santa Cruz)
- Qualcomm (San Diego), Cisco (San Jose)
- Many more locations
Appointments in the Clinician Educator Line

• Clinical Instructor
• Clinical Assistant Professor
• Clinical Associate Professor
• Clinical Professor
# Appointment Terms for Clinician Educators

<table>
<thead>
<tr>
<th>Rank</th>
<th>Initial Appointment or Promotion Term</th>
<th>Reappointment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Instructor</td>
<td>Up to 3 years</td>
<td>Up to 3 years (renewable, unlimited if less than 0.5 FTE)</td>
</tr>
<tr>
<td>Clinical Assistant Professor</td>
<td>4 years</td>
<td>6 years (renewable unlimited 6-year terms)</td>
</tr>
<tr>
<td>Clinical Associate Professor</td>
<td>5 years</td>
<td>5 years (renewal unlimited 5-year terms)</td>
</tr>
<tr>
<td>Clinical Professor</td>
<td>5 years</td>
<td>5 years (renewal unlimited 5-year terms)</td>
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</tbody>
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Appointment as Clinical Instructor

• Initial position following completion of graduate medical education
• Appropriate for temporary clinical need and part-time positions (less than 0.5 FTE)
• Clinical Instructors should have demonstrated exceptional qualities and promise to become outstanding clinicians and clinical teachers.
Appointment/Promotion as Clinical Assistant Professor

• Individuals appointed as Clinical Assistant Professors should have demonstrated exceptional qualities and promise to become outstanding clinicians and clinical teachers.

• They must have demonstrated excellence or promise of excellence in a combination of clinical performance, and clinical teaching appropriate to the programmatic need upon which the appointment will be based.
Appointment/Promotion As Clinical Associate Professor

• Excellence in overall mix of clinical care and clinical teaching (and, if applicable, institutional service and/or scholarly activities).

• There should be evidence that candidates have attained regional recognition as superior clinicians and clinical teachers.

• In special cases, other factors may be considered for promotion including extraordinary contributions in such broadly defined areas as teaching and clinical excellence, clinical innovation, program building and/or administrative activities.
Building a Regional Reputation

- Giving **talks** outside Stanford
- **Publishing** in peer-reviewed journals
- Oral or poster **presentation** at regional/national meetings
- Development of web-based **teaching modules** that reach practitioners outside Stanford
- Involvement in **medical society committees** at the state level
- Directorship or creation of **outlying clinic** critical to Stanford’s mission
- Development of **expertise** that brings patients to Stanford
Appointment/Promotion As Clinical Professor

• Individuals must have demonstrated exceptional performance in clinical care and clinical teaching (and, if applicable, institutional service and/or scholarship) and who are widely recognized as leaders in their field.

• There must be evidence that these individuals have attained national recognition as superior clinicians and clinical teachers.

• In special cases, other factors may be considered for promotion including extraordinary contributions in such broadly defined areas as teaching, clinical excellence, clinical innovation, program building and/or administrative activities.
Building a National Reputation

• Service on national committees and editorial boards
• Participation in national meetings as organizer/moderator
• Extensive contributions to national journals
• Patents of products with significant impact
Examples of Extraordinary Contributions

• Development of program that has never existed before at Stanford
• Generally unique, something requiring special skill or extraordinary effort
• Generally not something that other people have done before
• Everyone at Stanford is extraordinary, but we cannot promote everyone based on this criteria
Stanford Medicine
Mission

• Health Care
• Education
• Research