

YSM Ladder Faculty Track Metrics

Metric	Academic Clinician	Clinician Educator-Scholar	Clinician-Scientist	Investigator	Traditional/Tenure
Clinical Activities, Roles, & Accomplishments	Exemplary clinical skills, typically with high volume; clinical leadership. Recognized by peers as expert or master clinician.	Exemplary clinical skills, often within an innovative program or specific service.	Exemplary clinical skills, may have clinical leadership in area related to research.	Not applicable.	Exemplary clinical skills if engaged in patient care.
Educational Activities, Roles, & Accomplishments	Activities most commonly involve clinical teaching, supervision, or mentoring, but also may include leadership of an educational program or didactics for Yale trainees. For faculty at sites without Yale trainees, education of healthcare professionals is encouraged. In all educational and professional development activities, serves as a role model of clinical and educational excellence and professionalism.	Outstanding teachers, including demonstrated skill in clinical teaching, supervision, mentoring, and/or leadership. May be engaged in didactics as a course director or seminar leader. In all educational and professional development activities, serves as a role model of clinical and educational excellence and professionalism.	Outstanding teachers, including demonstrated skill in research mentorship. Excellent teaching skills in didactic seminars with clinical trainees and/or in role as attending or clinical supervisor of individuals or small groups.	Not required. Participation in educational activities usually in the form of mentoring trainees within one's lab or within a research team or core.	Outstanding teachers, especially demonstrated skill in research mentorship and classroom teaching to trainees in the basic or translational sciences.
Research Activities, Roles, & Accomplishments	Contributes to or collaborates on research activities, most often in the clinical setting; may be site investigator on clinical trials. Although scholarly activities are encouraged, scholarship is not required.	Drives, integrates, or collaborates on research on projects in area of clinical or educational expertise. Often functions as an integral member of a collaborative team as a clinical or educational expert but has recognized creative individual accomplishments.	Drives or collaborates on new areas of research and methods on most of their projects as PI, multiple or site PI, or Co-I making essential, substantive contributions. Considered one of the foremost scholars in their specific area of research.	Drives or collaborates on new areas of research and/or methods on many projects as PI, multiple or site PI, or Co-I making essential, substantive contributions. Collaborative interdisciplinary research in which their unique creative contribution is identifiable. May direct research core.	Drives or collaborates on new areas of basic, translational, clinical, or public health research and methods on most projects as PI, multiple or site PI, or Co-I making essential, substantive contributions. At tenure, considered one of the foremost scholars in their specific area of research.
Typical Effort Allocation	Usually ≥90% of total effort spent in clinical care, trials, or clinical or educational leadership. Support for leadership or administrative activities can offset effort spent in clinical activities.	Usually ≥80% clinical, educational, and administrative as asst prof; over time, 20-50% may be for research or scholarly activities related to clinical or educational expertise.	As Asst Prof, 75% extramurally funded research activities (≥50% in procedural specialties); 20-50% clinical care or leadership with variability over time (Assoc Prof or Prof) related to level of extramural funding or leadership activities.	≥90% extramurally funded research; may have support for administrative activities such as a directing a core.	Usually 75-80% research activities. 20-25% educational, clinical or administrative activities with variability over time related to level of extramural funding or leadership activities.

Revised April 24, 2023

Metric	Academic Clinician	Clinician Educator-Scholar	Clinician-Scientist	Investigator	Traditional/Tenure
Sources of Funding	Primarily clinical revenue generation; may have support for educational or administrative activities or from sponsored research, e.g., site investigator on clinical trials.	Primarily clinical revenue and/or institutional support for clinical or educational leadership or other administrative positions. As Asst Prof, support for non-clinical activities typically 20% of time; may have grant support as investigator on clinical research.	Consistent record of extramural funding that supports research program, most often as PI on at least one current federal grant; clinical revenue, or support for leadership activities.	Extramurally funded research projects, most often federally sponsored, typically with at least one current source as PI; institutional support for leadership roles, e.g., as core director.	Consistent record of substantial extramural funding that supports robust research program, most often as PI on at least one current award; clinical care if applicable; institutional support for research, teaching, or leadership activities.
Types of Scholarship	Not required for advancement, although involvement in scholarly activities is encouraged. Examples include collaborative efforts that lead to co-authorship on papers, case studies, chapters, letters; clinical guidelines, educational curricula, or other scholarly educational materials most often used locally.	Applied research that develops or extends existing scholarship in a focused clinical or educational area. A wide array of scholarship is recognized, including peer-reviewed journal articles, books, chapters, reviews, guidelines, case studies, and products that are peer reviewed and disseminated, e.g., web-based curricula or educational presentations that have been disseminated and exist in a public domain beyond the period in which they were presented .	Research that drives a field in significant or innovative directions, as evidenced by peer reviewed original research articles. Publications both as first or senior author stemming directly from the investigator as well as middle author on collaborative research in which making essential, substantive contributions. Chapters, reviews and other publications can support but not substitute for original research.	Research (either performed as an individual or team scientist) that drives a field in significant or innovative directions, as evidenced by peer-reviewed original research articles. Chapters, reviews and other publications can support but not substitute for original research. Should have evidence of independent creative contribution to research team, including through first, middle, or senior author peer-reviewed original research.	Research that drives a field in significant or innovative directions, including development of new principles, methods or technology that influences the genesis or application of information in a field. Publications both as first or senior author stemming directly from the investigator as well as middle author on collaborative research in which making essential, substantive contributions. Chapters, reviews and other publications can support but not substitute for original research.
At Time of Promotion Review: Reputation	As an expert or master clinician and teacher or as a clinical or educational program developer or leader. Assoc Prof: emerging regional. Prof: emerging or established national. Recognition may be more for the clinical or educational program they lead or in which they are an essential provider or educator.	As a clinical or educational leader with external recognition for their scholarship. Assoc Prof: regional with emerging national. Prof: national or international. Recognition for impactful scholarship as well as clinical and/or educational expertise; may be more for the program they lead or in which they teach or provide clinical care that is essential or relatively unique	As a clinician scientist. Assoc Prof: regional with emerging national; extramural funding is expected as a measure of independence and stature in the field. Prof: national and typically international with contributions of significant impact to the field.	As a researcher. Assoc Prof: regional with emerging national. Prof: national and typically international; recognition may be more for interdisciplinary or collaborative team research program in which they are an essential member making independent creative contributions.	As a researcher. Assoc Prof on term: emerging national reputation with trajectory such that tenure would be awarded within 4-5 years. Assoc Prof with Tenure: rising toward national and international leadership with contributions of significant impact to the field. Prof with tenure: National and international; rank among the foremost leaders in field.
Professionalism, citizenship and values	All faculty are expected to uphold the university faculty standards of conduct as articulated in the Faculty Handbook (Section IIB) and the mission and values of the medical school. There should be ample evidence at the time of reappointment or promotion that the faculty member will continue to contribute to the diversity, success and well-being of the academic community.				