



STANFORD  
M E D I C I N E

# Clinician Educators

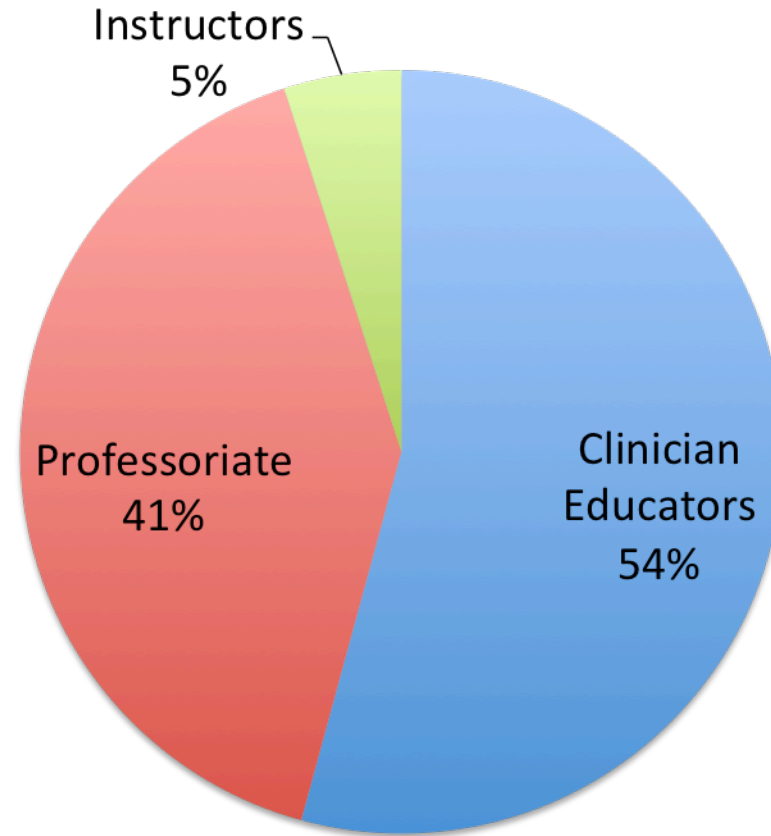
New Faculty Orientation  
November 8, 2017

Jane Chueh, MD  
Chair, Clinical Educator Appointment and Promotions Committee  
Clinical Professor, Obstetrics and Gynecology

# Clinician Educators

- 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

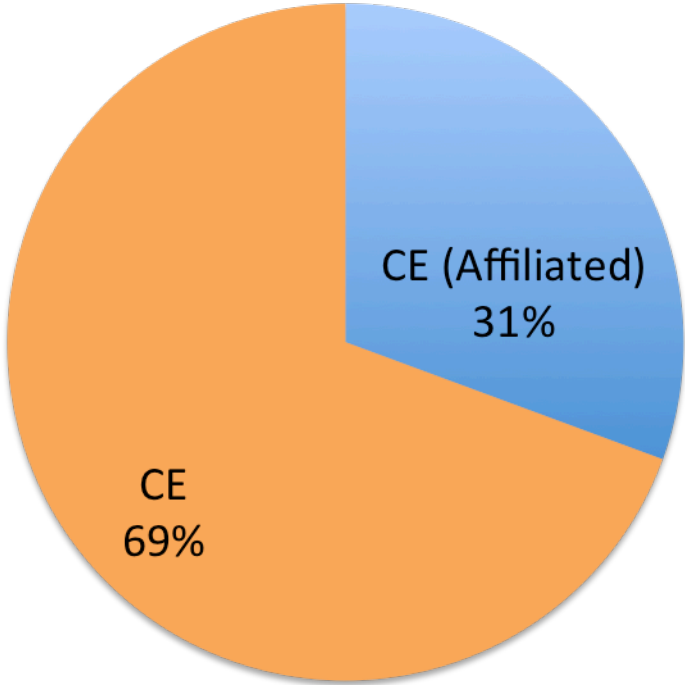
# Professoriate/Instructors/CE's



September 2016

# Clinician Educators (Affiliated)

Clinician Educators

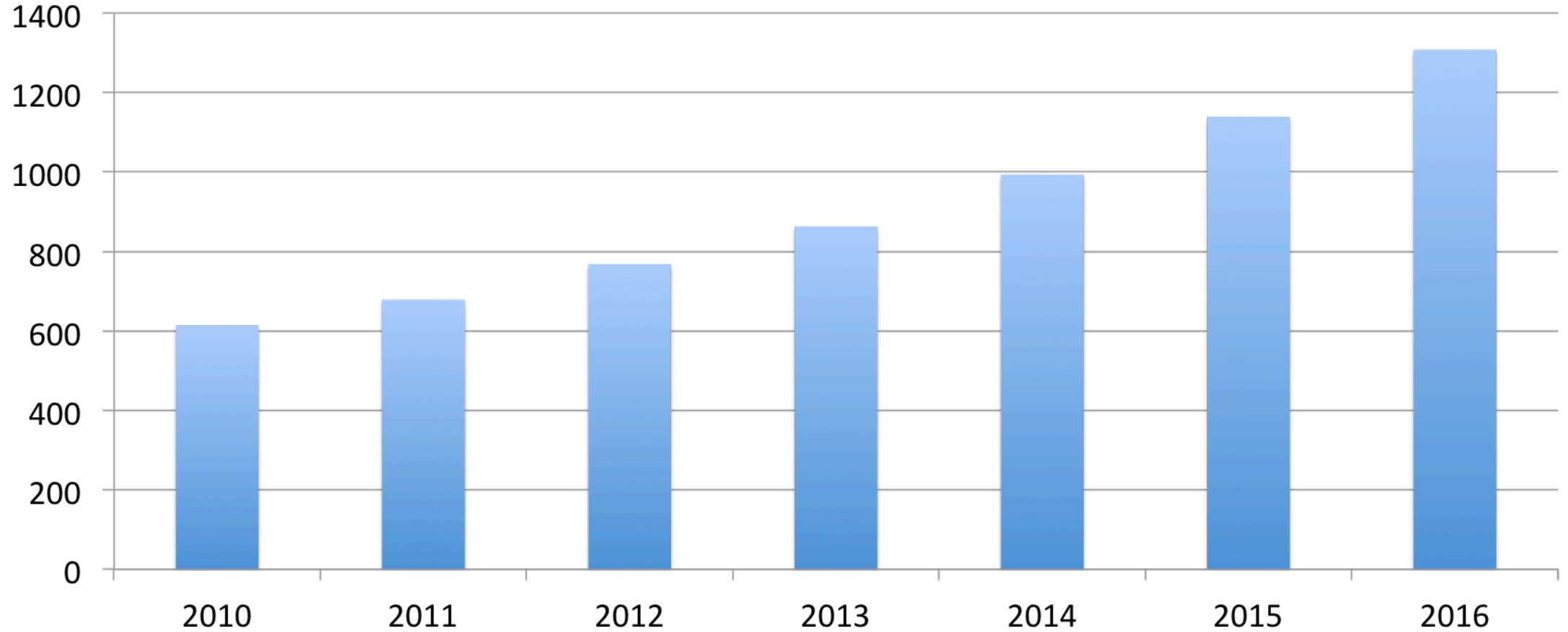


September 2016

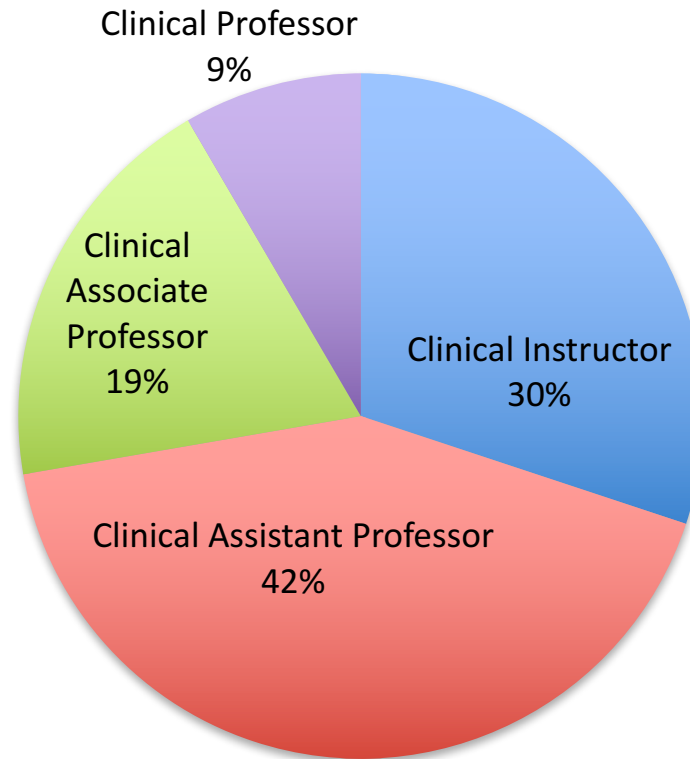
# CE Affiliates Practice in a Wide Variety of Sites

- 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



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

Rank	Initial Appointment or Promotion Term	Reappointment
Clinical Instructor	Up to 3 years	Up to 3 years (renewable, unlimited if less than 0.5 FTE)
Clinical Assistant Professor	4 years	6 years (renewable unlimited 6-year terms )
Clinical Associate Professor	5 years	5 years (renewal unlimited 5-year terms)
Clinical Professor	5 years	5 years (renewal unlimited 5-year terms)

# 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