

AREA OF FOCUS SELF-ASSESSMENT FOR THE “AT CUMC” ACADEMIC TRACK

ABOUT THIS TOOL

This tool is meant to help faculty identify their primary areas of academic focus on the “at CUMC” non-tenured faculty track.

After completing this form, discuss your selections with your department chair, division chief, and/or mentor. Revisit annually at your faculty review.

1. Long-term professional goals

Articulating your long-term goals (what you want to accomplish 5-10 years from now) helps align your areas of focus with your career trajectory. Academic careers are dynamic and goals may change over time, but aligning short-term goals to long-term plans helps ensure you are working toward where you want to go.

List your long-term professional goal(s):

2. Describe your contributions to each area of focus

For each area below, check the activities that apply and describe your specific role and scope. Minor areas may involve less time and effort or be narrower in scope.

a) Educational Leadership and Scholarship

Covers teaching, mentoring, evaluation, learning assessment, course or curriculum leadership, and the development of enduring educational materials.

Check	Activity	Describe your role and scope
	Direct involvement in promoting learning <i>e.g. lecturing, mentoring, small groups, precepting, teaching rounds</i>	
	Support of infrastructure needed for learning <i>e.g. course/curriculum leadership, clerkship or fellowship leadership</i>	
	Development of educational products for learning <i>e.g. textbooks, slides, videos, web pages, apps, simulation scenarios</i>	
	Community education and training <i>e.g. public health education, community outreach, patient education initiatives</i>	
	Other educational activities	

b) Investigator / Scholar

Covers research efforts in any discipline related to health sciences — discovery, knowledge generation, analysis, synthesis, and novel applications.

Check	Activity	Describe your role and scope
	Laboratory research <i>e.g. bench science, animal models</i>	
	Clinical or translational research <i>e.g. clinical trials, translational studies</i>	
	Population-based research <i>e.g. epidemiology, public health research</i>	
	Health services / policy / economics research	
	Outcomes research	
	Biostatistics / bioinformatics	
	Pedagogical research <i>e.g. education science, learning research</i>	
	Quality and patient safety research <i>e.g. research on safety events, improvement interventions, or system failures</i>	
	Other investigational activity	

c) Applied Healthcare / Public Health Sciences

Covers accomplishments in providing healthcare or public health interventions. Scholarship here advances knowledge or practice within a primary care or specialty

Check	Activity	Describe your role and scope
	Provide healthcare or direct public health interventions <i>e.g. expert clinical practice, recognized clinical authority</i>	
	Develop / implement clinical or public health programs <i>e.g. new clinical programs, novel screening initiatives</i>	

Check	Activity	Describe your role and scope
	Develop / implement programs used by others <i>e.g. programs adopted regionally or nationally</i>	
	Participate in guideline / quality assurance writing <i>e.g. specialty society guidelines, clinical practice panels</i>	
	Other clinical or public health services	

Not sure if your work belongs in Applied Healthcare or Quality & Patient Safety?

Applied Healthcare / Public Health <i>Is my scholarship about advancing knowledge WITHIN a clinical specialty?</i> Scholarly products: - Publications in specialty journals (NEJM, JAMA, etc.) - Clinical practice guidelines through a specialty society - Book chapters or reviews in your discipline - Invited lectures at specialty conferences - Novel clinical programs or treatment approaches Validated by: your specialty community	Quality & Patient Safety <i>Is my scholarship about improving SYSTEMS and PROCESSES of care delivery?</i> Scholarly products: - Publications in QPS journals (BMJ Quality & Safety, Joint Commission Journal) - Toolkits / protocols adopted by other institutions - Root cause analyses leading to documented policy change - QI projects with measurable before/after outcome data - Presentations at IHI Forum, AHRQ, patient safety conferences, quality committees of medical societies Validated by: cross-specialty QPS community (IHI, AHRQ)
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Quick test: "If you removed the clinical specialty from this product entirely, would it still make sense as a contribution?" — If **NO** — Applied Healthcare. If **YES** — likely Quality & Patient Safety.

d) Quality and Patient Safety

Covers process improvement, clinical outcome analysis, and development of care processes that lead to demonstrated decreased medical errors, improved patient outcomes, or enhanced decision-making.

Check	Activity	Describe your role and scope
	Systems of care <i>e.g. analysis and improvement of care delivery systems, workflows, and processes</i>	
	Develop / implement process improvement interventions <i>e.g. QI projects with documented impact, root cause analyses</i>	
	Develop / implement decision support tools <i>e.g. checklists, toolkits, artificial intelligence, clinical decision support adopted by others</i>	
	Lead or participate in patient safety initiatives <i>e.g. QPS committees, IHI collaboratives, significant event reviews, AHRQ initiatives</i>	
	Educate trainees, staff, or faculty in QPS principles <i>e.g. QPS curricula, faculty development, mentorship</i>	
	Other QPS services <i>e.g. demonstrated improved patient outcomes, decreased medical errors</i>	

3. Other academic activities

Describe leadership, service, and administrative activities that do not fit within the four areas above.

Check	Activity	Describe your role and scope
	Leadership activities <i>e.g. departmental, divisional, or institutional leadership roles</i>	
	Service <i>e.g. institutional, national, or international committee membership</i>	
	Administrative activities <i>e.g. program administration, operations</i>	
	Other	

4. Identify your major and minor area(s) of focus

Select one primary major area. You may also designate one minor area. High-quality contributions in two areas may both be designated major, though contributions in each should be excellent. Discuss with your department chair, division chief, and/or mentor.

Area of Focus	Major	Minor
Educational Leadership and Scholarship		
Investigator / Scholar		
Applied Healthcare & Public Health Sciences		
Quality and Patient Safety		

Notes / additional context:

Next steps:

1. Print or save this completed form.

2. Share with your department chair, division chief, and/or mentor.

3. Discuss alignment with your responsibilities and time commitments.

4. Revisit your annual faculty review to ensure continued alignment.

5. Was this helpful? Give us your feedback: https://cumc.col.qualtrics.com/jfe/form/SV_4l6QRltDmD681ue