

Academic family medicine faculty navigate complex promotion pathways that involve demonstrating excellence in scholarship, teaching, and service. CLAP (**C**ommit to committees, **L**everage leadership opportunities, **A**ctively engage community, **P**eer review) is a framework that simplifies the components of service and provides strategies for promotion.

Commit to Committees



Membership on a committee provides academic service to your institution and offers experiences that prepare you for further leadership opportunities.¹ Work that aligns with institutional goals increases your visibility to senior leaders, colleagues, and mentees. For example, serving on an interdisciplinary clinical guideline committee with leaders from other specialties can support a future application for ambulatory operation leadership at your institution. Committee membership in the Society of Teachers of Family Medicine (STFM) or the American Academy of Family Physicians (AAFP) are stepping stones for leadership.

Leverage Leadership Opportunities



Leadership is often underdeveloped in early-to-midcareer faculty, particularly for those who identify as underrepresented in medicine (URiM).² Many academic institutions have longitudinal faculty leadership development programs to develop leadership skills. These local programs are connected to your institution and help build your reputation. Nationally, STFM's Emerging Leaders or Leadership Through Scholarship fellowships develop leadership skills in academic family medicine and connect you with national leaders. Leadership can span a variety of areas, including clinical practice, medical school, residency program, hospital, journal editorial boards, and national organizations such as the AAFP, the American Medical Association (AMA), and STFM. A well-connected mentor can serve as a sponsor and suggest opportunities for your consideration.³

Actively Engage Community



Service to profession involves committees or leadership roles while service to the local community is considered an activity in your promotional packet. Volunteering at a free clinic or engaging in a community health project are valuable ways to utilize your skills as a family medicine physician outside your clinical practice. Volunteerism is positively associated with psychological well-being and self-reported health, which can mitigate burnout.⁴

Peer Review



Peer review is a service to your physician colleagues and an investment in your professional development. As a reviewer for a journal, you become familiar with the criteria used to assess manuscript content for a journal's scope, which improves your future journal submissions. Manuscript peer review is just one type of peer review; you can also review posters, presentations, and even external letters of review for promotion.⁵ Peer review also includes the credentialing and licensing reviews necessary for maintaining hospital privileges. Each review you complete is a valuable experience for your promotional packet.

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