

EXAMPLES OF CLINICAL PROMOTION PATHWAY ADVANCEMENT CRITERIA

Focal Areas (1-2 areas per candidate)	Assistant Clinician	Associate Clinician	Master Clinician
Clinical Impact and Recognition	<ul style="list-style-type: none"> • Consistent, high-quality contributions to clinical care, including quality projects • Positive productivity data • Participates in development of clinical protocols and guidelines • Suggests approaches to improving patient flow and outcome 	<ul style="list-style-type: none"> • Outstanding contributions to clinical activity and group productivity • Develops and effectively leads implementation of protocols and guidelines • Develops new clinical programs 	<ul style="list-style-type: none"> • Major, indispensable contribution to Hospital's clinical activities • External recognition for clinical expertise and contribution • Significant advance in approaches to clinical care
Teaching and Education	<ul style="list-style-type: none"> • Participates in teaching of medical students and trainees • Contributes to educational activities at Hospital and University • Participates in student/house staff recruitment and selection • Participates in educating nurses, respiratory therapists, etc. • Develops educational materials 	<ul style="list-style-type: none"> • Leads and/or develops new educational programs for medical students and trainees • Oversees programs for trainee recruiting and development • Ongoing responsibilities in courses, FIRM rounds, etc. • Outstanding Teacher awards • Develops major new materials 	<ul style="list-style-type: none"> • National presentations and invited lectures • Recognition as an outstanding educator by trainees, peers and others • Leadership and mentoring role in the development of trainees and faculty
Leadership/ Administration	<ul style="list-style-type: none"> • Demonstrates responsibility for shifts or for activities in the clinical setting • Helps establish work schedules • Participation on committees 	<ul style="list-style-type: none"> • Directs a clinical program • Leadership role in residency program or clinical clerkship • Significant Department or Hospital leadership role 	<ul style="list-style-type: none"> • Major role in Department or Hospital • Major impact of contribution to the Department or Hospital
Community/Advocacy	<ul style="list-style-type: none"> • Volunteers in service-oriented organization • Gives occasional talks to community groups e.g., safety awareness 	<ul style="list-style-type: none"> • Recognized for activities in community • Impact of this recognition on Department and Hospital 	<ul style="list-style-type: none"> • Major contribution to the community with programs • Demonstrable impact of programs on the community
Quality/Research/ Dissemination	<ul style="list-style-type: none"> • Participates in and enhances quality projects • Participates in research activities in the clinical setting • Contributes to textbook chapters and case reports 	<ul style="list-style-type: none"> • Leadership role in quality initiative(s), including written report • Extensive development of teaching curriculum • Abstracts at national meeting • Collaborative publications • Media for public consumption 	<ul style="list-style-type: none"> • Director and developer of quality initiatives for Department or Hospital