

The Clinical Promotion Toolbox

Achievement in the clinical arena is defined in part by an expected high level of clinical productivity performed in an exemplary manner as judged by standard metrics of patient satisfaction, clinical outcomes and quality assessment. The academic physician additionally contributes to the other UTHealth missions in a documentable manner that is assessed for consideration of promotion and/or tenure. Promotion to a senior rank will be typified by continued performance at a superior level, national/international recognition and demonstrated leadership roles.

Clinical faculty are encouraged to explore the range of contributions described below and identify areas in which to serve and excel. The strongest case for promotion is made by evidence of scholarship in the form of tangible products, dissemination of which results in recognition. The **UTHealth CV** format allows for ordered documentation of these dimensions of achievement, and the **Promotion Narrative** provides an opportunity for faculty to expound upon their contributions with additional detail that conveys the depth and scope of contribution.

	Dimensions of Achievement		
Domain	Scholarship	Products	Recognition
Clinical Service	<ul style="list-style-type: none"> evidence-based practice QA/QI advanced degree/certificates abstracts/participation in workshops/conferences/CMEs board/subspecialty certification 	<ul style="list-style-type: none"> guidelines, protocols, handbooks, manuals, book/chapters case studies clinical publications/reviews clinical presentations patient/community education materials 	<ul style="list-style-type: none"> professional reputation peer evaluation collaboration/referral professional organizations (fellow status, committee membership) editorial boards, manuscript reviewer invited participation in workshops/conferences service awards
Education	<ul style="list-style-type: none"> didactic (classroom) teaching directing/advising students, residents, fellows directing journal club, PBL community education/outreach mentoring of junior faculty mentee/trainee success advanced degree/certificate in education abstracts/participation in workshops/conferences/CMEs 	<ul style="list-style-type: none"> curriculum development development of educational materials (slides, syllabi, videos, web products) peer-reviewed education publications 	<ul style="list-style-type: none"> student/trainee evaluations education awards breadth and depth (longevity) of training activities invited participation in workshops/conferences
Research	<ul style="list-style-type: none"> abstracts/participation in workshops/conferences grant/contract funding advanced degree/certificate in clinical investigation 	<ul style="list-style-type: none"> peer-reviewed publications in area of expertise literature reviews/book chapters 	<ul style="list-style-type: none"> participation in grant study sections/review invited participation in workshops/conferences invited reviews/book chapter
Administration	<ul style="list-style-type: none"> training program development, revision, organization administrative program development advanced degree/certificate in leadership/administration 	<ul style="list-style-type: none"> scholarly evaluation of healthcare practices/delivery 	<ul style="list-style-type: none"> directorships clinical leadership roles