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.

<table>
<thead>
<tr>
<th>Domain</th>
<th>Scholarship</th>
<th>Products</th>
<th>Recognition</th>
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| Clinical Service | • evidence-based practice  
• QA/QI  
• advanced degree/certificates  
• abstracts/participation in workshops/conferences/CMEs  
• board/subspecialty certification | • guidelines, protocols, handbooks, manuals, book/chapters  
• case studies  
• clinical publications/reviews  
• clinical presentations  
• patient/community education materials | • professional reputation  
• peer evaluation  
• collaboration/referral  
• professional organizations (fellow status, committee membership)  
• editorial boards, manuscript reviewer  
• invited participation in workshops/conferences  
• service awards |
| Education | • 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 | • curriculum development  
• development of educational materials (slides, syllabi, videos, web products)  
• peer-reviewed education publications | • student/trainee evaluations  
• education awards  
• breadth and depth (longevity) of training activities  
• invited participation in workshops/conferences |
| Research | • abstracts/participation in workshops/conferences  
• grant/contract funding  
• advanced degree/certificate in clinical investigation | • peer-reviewed publications in area of expertise  
• literature reviews/book chapters | • participation in grant study sections/review  
• invited participation in workshops/conferences  
• invited reviews/book chapter |
| Administration | • training program development, revision, organization  
• administrative program development  
• advanced degree/certificate in leadership/administration | • scholarly evaluation of healthcare practices/delivery | • directorships  
• clinical leadership roles |

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