|  |
| --- |
| **Department of Medicine**  **CLINICIAN TRACK**  **Promotion Criteria Checklist** |

Candidates for promotion in the [Clinician Track](https://docs.google.com/document/d/1JE3pMwCrinuoc6ngCWsbbp7EMgFulGGH/edit) must provide evidence demonstrating they meet **all of the general expectations and specific criteria in the following domains:** **(1) Clinical/Patient Care Activities,**

**(2) Academic Participation, and (3) Citizenship/Administration/Service.**

|  |  |
| --- | --- |
| **General Expectations by Domain** | |
| **1. Clinical/Patient Care Activities** | |
| Board certified in medical specialty; serves as clinical role model for students residents, fellows, colleagues; and demonstrates sustained excellence in all six ACGME competencies:   1. **Practice-Based Learning and Improvement** – The ability to investigate and evaluate an individual’s patient care practices, appraise and assimilate scientific evidence, and improve their patient care practices. 2. **Patient Care and Procedural Skills** - Provision of patient care that is compassionate, appropriate and effective for the treatment of health problems and the promotion of health. 3. **Systems Based Practice** – Demonstration of an awareness of and responsiveness to the larger context and system of health care and the ability to effectively call on system resources to provide care that is of optimal value. 4. **Medical Knowledge** – Demonstrated knowledge about established and evolving biomedical, clinical, and cognate sciences and the application of this knowledge to patient care. 5. **Interpersonal and Communication Skills** – Demonstration of interpersonal and communication skills that result in effective information exchange and teaming with patients, patients’ families and professional associates. 6. **Professionalism** – Demonstration of a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population. | |
| **2. Academic Participation** | |
| Makes measurable and valued contribution to the department’s or school’s academic mission through:   * Clinical teaching and mentoring * Additional activities (such as invited CME talks, engagement in research, co-authorship of articles or book chapters, leadership in professional organizations, participation in consensus conferences). | |
| **3. Citizenship/ Administration/Service** | |
| Demonstrates sustained committee service or leadership:   * At a local level (the hospital, clinic, division, department, school, university) * At a regional or national level (via roles in professional societies, community outreach, industry, government, etc.) | |
| **For promotion to ASSOCIATE PROFESSOR:** | **For promotion to FULL PROFESSOR:** |
| * Faculty need to contribute to activities that have an impact on clinical excellence, teaching, and citizenship **inside AND outside the University of Minnesota and our health system** (**local/regional recognition**). | * Faculty need to demonstrate a **sustained trajectory** of achievement of the requirements for Associate Professor. * Recognition of achievement should progress from local/regional to **regional/national sphere.** * Faculty need to have a **leadership role** in activities promoting clinical excellence, advancing teaching, or citizenship. |

|  |  |
| --- | --- |
| **Promotion Criteria by Domain** | |
| **Required Elements (left column)** | **Additional Elements (right column)** |
| **Domain 1: Clinical/Patient Care Activities** | |
| **Must demonstrate all items under (a) – (f):** | **Must demonstrate:**   * **at least 1 additional element for promotion to Associate** * **at least 2 additional elements for promotion to Full** |
| **a) Excellence in patient care** | ***Examples of Additional Elements:***  *Preferred referral patterns within UMN/UMP/Fairview, affiliate sites, and local practices*  *Protocols, guidelines, order sets adopted at your institution or in your healthcare system*  *Demonstration of service to under-served communities*  *Participation in global medicine as a provider or teacher*  *Participation in training in area of expertise above and beyond that needed for maintenance of certification (such as additional certifications, faculty training programs)*  *Participation in hospital or clinic QI projects*  *Safety promotion activities*  *Medical directorship*  *Business plan development for new service*  *Development of clinical protocols*  *Development of guidelines*  *QI project participation*  *Ongoing training in communication skills, cultural sensitivity*  *Development of standardized patient outcome reporting methods*  *Leads diversity initiatives*  *Mentors others regarding professionalism and/or ethics*  *------------------------------------------------------------------------*  ***Example Relevant to Promotion to Full Professor:***  *Clinical initiatives that have demonstrable impact on outcomes (regionally, health system-wide, or nationally)* |
| A recommendation for promotion is made when an eligible faculty member has a reputation that extends both inside and outside of the University of Minnesota  Faculty must contribute to innovation in care delivery. Clinical initiatives should have demonstrable impact on outcomes (locally or regionally) |
| **b) Medical knowledge** |
| Faculty must demonstrate state-of-the-science knowledge in area of expertise |
| **c) Practice based learning and improvement** |
| Evidence of being a continual learner in defined area of clinical expertise, above and beyond the minimum required for licensing and credentialing |
| **d) d) Systems based practice** |
| Evidence of appropriate use of system resources to provide quality care that is optimally valued  Faculty must collaborate well with all members of the health care team  Faculty must participate in local practice committees |
| **e) e) Interpersonal and communication skills** |
| There must be evidence of strong and respectful communication skills with patients, learners, staff, and other health professionals, inside and outside area of clinical expertise |
| **f) f) Professionalism** |
| Evidence of professionalism is based on a demonstrated commitment to carrying out professional responsibilities and adherence to ethical principles  Faculty must demonstrate exemplary sensitivity to age, gender, and culture of patients and other health care professionals |

|  |  |
| --- | --- |
| **Domain 2: Academic Participation** | |
| **Must demonstrate all items under (a):** | **Must demonstrate:**   * **at least 1 additional element for promotion to Associate** * **at least 2 additional elements for promotion to Full** |
| **a) Teaching (required)** | ***Examples of Additional Elements:***  *Presentation of medical school lectures*  *Grand Rounds presentations inside and outside the DOM*  *Invitation to teach patient care skills at a local, regional, or national levels*  *Service on education related committees in local/regional/ national societies*  *Development of patient education materials*  *Creation or participation in regional or national level consensus conferences*  *Participation in clinical trials*  *Research participant recruitment*  *Publications (peer-reviewed, chapters)*  *Abstracts for meeting presentation*  *--------------------------------------------------------------------------------------*  ***Example Relevant to Promotion to Full Professor:***  *Evidence of skills in ongoing mentorship for advancing the careers of younger professionals* |
| Clinical precepting and being available and responsive for formal and informal teaching activities.    Documentation to teaching excellence  Recognition as a role model  Clinical mentoring students/residents/fellows/faculty |
| **b) Research (optional)** |
| None |
| **Domain 3: Citizenship/Administration/Service** | |
| **Must demonstrate the following:** | **Must demonstrate:**   * **at least 1 additional element for promotion to Associate** * **at least 2 additional elements for promotion to Full** |
|  | ***Examples of Additional Elements:***  *Panel/Committee roles in discipline-specific regional organizations/professional societies*  *Active in local, regional, or national medical community*  *Service to schools, community organizations, industry, government, public engagement*  *Community outreach activities to promote health*  *--------------------------------------------------------------------------------------*  ***Examples Relevant to Promotion to Full Professor:***  *Leadership roles in the service to the Department, Medical School, or University on governance-related or policy making committees (e.g., committee chair)*  *Lead or participate in national level committees*  *Panel/committee roles in discipline-specific national organizations/professional societies*  *Guideline panel participation*  *Exam writing panels* |
| Sustained committee service to hospital, clinic, division, department, school, or University |