

**Promotion on the Clinical Practice Track**  
**Department of Pediatrics/Vanderbilt University School of Medicine**

The **Clinical Practice Track (CP)** is appropriate for faculty whose contributions to the missions of the School of Medicine center upon patient care, professional service, and/or activities in support of patient care. Clinical faculty in the School of Medicine, regardless of track, must exhibit excellence in clinical skills and participate in practice management and quality improvement. As faculty in the School of Medicine, Clinical Practice Track faculty is also expected to conduct their work in an academic manner, including teaching, which for faculty on this track, typically occurs in the course of their clinical duties. Research and scholarship are not a focus of faculty on this track but are viewed positively.

Promotion to Associate Professor on the Clinical Practice Track is not based on time in rank, but rather, is a function of demonstrated excellence in both clinical performance and professional contributions. Faculty can demonstrate achievement and excellence that warrant promotion in a variety of ways. Promotion to Professor must be supported by evidence of a presence and reputation on a regional and/or national level.

**EXCELLENCE IN CLINICAL PERFORMANCE**

**PROFESSIONAL CONTRIBUTIONS**

<p><b>Clinical Activities</b>          Delivery of high quality clinical care          Outstanding clinical productivity          Contributions to clinical services (i.e. informatics support, documentation, compliance and billing leadership)          Other clinical contributions that demonstrate excellence</p>
<p><b>Reputation for Excellence</b>          Referral Patterns          Requests for consultations on challenging cases          Excellence in Clinical outcomes          Awards for Clinical Practice          Performance on measures of patient and/or colleague satisfaction</p>
<p><b>Peer Evaluation of Clinical Performance, excellence in:</b>          Medical Knowledge, clinical judgment and clinical skills          Communication with other health professionals          Compassion and respect for and communication with patients          Dedication to and enthusiasm for patient care          Professionalism and respect for colleagues, trainees and allied health professionals</p>

<p><b>Administration and Leadership</b>          Significant service on departmental or institutional committees (i.e. chair or special role)          Significant contributions in an administrative or leadership role in clinical or educational programs          Directorship of Clinical Programs</p>
<p><b>Patient Outcomes and Quality Improvement</b>          Participation in development of guidelines or critical pathways          Achievement in quality and process improvement          Consultation with industry, government or other academic institutions          Development of programs or introduction of new methods</p>
<p><b>Academic Contributions</b>          Scholarly Publications          Strong teaching evaluations or teaching awards          Development and/or delivery of clinical education programs for students, professionals, or community          Clinical Trails Participation (PI, regular referral of patients)</p>
<p><b>Service to the Field</b>          Service or Leadership roles in local, regional, or national professional organizations          Delivery of continuing medical education or community education          Reviewing Articles for academic journals</p>
<p><b>Patient Education and Community Service</b>          Service in community organizations that enhance health          Community service of a clinical nature          Health-related advocacy ( testimony in local, state and national government)</p>

How to demonstrate exemplary performance in one or more of the major areas:

1. Standardized Form of the Curriculum Vitae
2. Documentation of Teaching effectiveness ( Educator Portfolio)
3. Letters from three (3) colleagues provide comment on the faculty member's accomplishments.

Appointments and promotions on the Clinical Practice track are made by the chair in consultation with the Department's Appointments and Promotions Committee. Promotions are approved by the School of Medicine CPTC Committee