1. What is the Clinical Promotion Pathway of the Pediatric Faculty Foundation?
All physicians in The Pediatric Faculty Foundation (PFF) of Lurie Children's have an academic appointment through the Northwestern University Feinberg School of Medicine. Traditionally, the Department of Pediatrics has used the Medical School’s annual academic promotion system to award stepwise career (and salary) advancement for all physicians. While the University utilizes a non-tenured “Clinician-Educator” track for many physicians, promotion on that academic track continues to require specific types of scholarly productivity that may not be accomplished by faculty who are involved in purely clinical activity.

The PFF Clinical Promotion Pathway was developed by a committee commissioned by the Chair of the Department of Pediatrics, and was reviewed and approved by the Faculty Affairs Board, the Division Heads, and the Chairman. It is a hospital department-based system (as opposed to University-based) that provides an alternative for clinically intensive faculty members who do not qualify for advancement in the conventional academic promotion system. It provides an opportunity for stepwise advancement based on an objective review process, and is designed to recognize the value that our clinical faculty members bring to their work environments, particularly those who exhibit productivity beyond fulfilling basic clinical service requirements. Examples of clinical promotion advancement criteria are provided in the attached grid.

2. Who qualifies for advancement in the Clinical Promotion Pathway?
The faculty member will have a career development plan and/or job description that is focused primarily on clinical activities, and therefore unlikely to lead to promotion in the NU system. Faculty will hold appointments as a Health System Clinician, Instructor, Assistant or, rarely, Associate Professor, at a minimum of a 0.5 FTE, and will devote 90-100% of their effort to clinical duties. Note that as of 2015, Feinberg School of Medicine (FSM) policy is that all physicians based solely at outreach hospitals are appointed as Health System Clinicians. Faculty who practice at the main campus have an appointment within the Feinberg Clinician-Educator promotion track. Both types of physicians are eligible to apply for advancement in the Clinical Promotion Pathway. Although it would be unusual for a faculty member to pursue advancement in both systems, advancement in the PFF Clinical Promotion Pathway does not impact future advancement in the Feinberg system.

Participation in educational activities for medical students, other trainees, and other hospital staff members is expected of all faculty members, and will be viewed favorably. Consideration of advancement will be possible at predetermined intervals:

- Assistant Clinician (recognizes commitment). Appointment generally requires at least 3 years of service in the Lurie Children's system. Fellowship-trained faculty members may be considered after 1 year.
- Associate Clinician (recognizes activity/innovation): At least 4 years at rank of Assistant Clinician.
- Master Clinician (recognizes leadership): At least 5 years at rank of Associate Clinician.

It is important to note that beyond the rank of Assistant Clinician, advancement on the clinical promotion pathway will require documentation of programmatic contributions beyond direct patient care. As indicated in the list of examples, these could be educational, clinical, quality, or other activities. Please note that the length of service described here at each rank represents a minimum and that significantly longer intervals may be required for activities to merit promotion to the next rank.

3. How do I apply?
Faculty will apply for advancement by providing the following:

- Application checklist (attached).
- Cover page (attached).
• A complete CV submitted in a uniform, templated style. (See instructions on the Application Checklist.)
• Personal statement (200-350 words) summarizing the applicant’s accomplishments, why the applicant meets criteria for advancement, and describing short- and long-term career goals.
• Letters of support solicited by the faculty member and sent directly to the committee staff. Letters should address the applicant’s clinical skills and contributions, communication and consultative abilities, and other mission-based contributions that exceed basic clinical duties. (See the Application Checklist for the number of letters required.) The referees can be site leaders, co-workers, administrative leaders, or other individuals who can attest to the applicant’s qualifications. They should have CPP ranks at or above that sought by the candidate, or have responsibilities that provide a perspective on the candidate’s work.

4. What is the timeline for this year’s Clinical Promotion Pathway process?
Applications will be solicited in June, with a submission deadline in July. Applications should be reviewed with the Candidate’s Division Head for clarity and quality before being submitted electronically to pediatrics@luriechildrens.org. They will be reviewed by the committee over the summer.

5. How will applications be reviewed?
The advancement cycle will occur annually. A Departmental faculty committee will review the Candidate’s qualifications and vote on each application. Importantly, documentation of activities is important. For example, if the Candidate led a Quality activity, was a document produced describing the impact on patient care? If an abstract was presented at a national meeting, where and when was it presented? If the Candidate participated in teaching, what was his/her role and how did it compare with those of others in the group? What were the productivity indices to support the Candidate’s clinical contribution? The materials themselves do not have to be submitted, but data clearly defining accomplishments and activities that are described in the application will help support the Candidate’s case for appointment/promotion. Note that active leadership, rather than general participation, in a group activity will be expected for promotion beyond the level of Assistant Clinician.

6. What are the benefits of advancement?
Promotions will be made public following completion of the review cycle, and will become effective after the committee’s work is complete and recommendations are reviewed by the Chair. It is emphasized that the primary purpose of the Clinical Promotion Pathway is recognition. Base salaries for all faculty members of the Department of Pediatrics reflect annual data captured by the Association of Administrators in Academic Pediatrics (AAAP), a national database for academic pediatricians. Entry-level salaries will be determined by AAAP compensation data for the Assistant Professor rank. Thereafter, salaries will be determined by a number of factors within and outside of the Department. As always, salary supplements will be provided at the discretion of the Chair for major, department-directed administrative roles (medical director, site leader etc.).

7. How should the distinction be listed in my CV and how does this appointment impact FSM appointment?
This pathway is a Lurie-based program and therefore the rank should be listed as a Hospital, not academic, appointment, as in the following example: Assistant Clinician, Pediatric Faculty Foundation, Ann and Robert H. Lurie Children's Hospital. Faculty will retain their appointment at the medical school which should be listed in their CV as well; i.e., Health System Clinician, Northwestern University, Feinberg School of Medicine. Appointment and promotion on the PFF Clinical Promotion Pathway does not impact appointment status at FSM.

8. I still have questions!
Your Division Head and site leader will be familiar with the PFF Clinical Promotion Pathway advancement process, and can discuss the review process and time line with you. If you have additional questions, please feel free to email Kathy Ozmeral (kozmeral@luriechildrens.org) or Dr. William Schnaper (schnaper@northwestern.edu).