# Examples of Clinical Promotion Pathway Advancement Criteria

<table>
<thead>
<tr>
<th>Focal Areas (1-2 areas per candidate)</th>
<th>Assistant Clinician</th>
<th>Associate Clinician</th>
<th>Master Clinician</th>
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</table>
| **Clinical Impact and Recognition**  | • Consistent, high-quality contributions to clinical care, including quality projects  
  • Positive productivity data  
  • Participates in development of clinical protocols and guidelines  
  • Suggests approaches to improving patient flow and outcome | • Outstanding contributions to clinical activity and group productivity  
  • Develops and effectively leads implementation of protocols and guidelines  
  • Develops new clinical programs | • Major, indispensable contribution to Hospital’s clinical activities  
  • External recognition for clinical expertise and contribution  
  • Significant advance in approaches to clinical care |
| **Teaching and Education** | • Participates in teaching of medical students and trainees  
  • Contributes to educational activities at Hospital and University  
  • Participates in student/house staff recruitment and selection  
  • Participates in educating nurses, respiratory therapists, etc.  
  • Develops educational materials | • Leads and/or develops new educational programs for medical students and trainees  
  • Oversees programs for trainee recruiting and development  
  • Ongoing responsibilities in courses, FIRM rounds, etc.  
  • Outstanding Teacher awards  
  • Develops major new materials | • National presentations and invited lectures  
  • Recognition as an outstanding educator by trainees, peers and others  
  • Leadership and mentoring role in the development of trainees and faculty |
| **Leadership/Administration** | • Demonstrates responsibility for shifts or for activities in the clinical setting  
  • Helps establish work schedules  
  • Participation on committees | • Directs a clinical program  
  • Leadership role in residency program or clinical clerkship  
  • Significant Department or Hospital leadership role | • Major role in Department or Hospital  
  • Major impact of contribution to the Department or Hospital |
| **Community/Advocacy** | • Volunteers in service-oriented organization  
  • Gives occasional talks to community groups e.g., safety awareness | • Recognized for activities in community  
  • Impact of this recognition on Department and Hospital | • Major contribution to the community with programs  
  • Demonstrable impact of programs on the community |
| **Quality/Research/Dissemination** | • Participates in and enhances quality projects  
  • Participates in research activities in the clinical setting  
  • Contributes to textbook chapters and case reports | • Leadership role in quality initiative(s), including written report  
  • Extensive development of teaching curriculum  
  • Abstracts at national meeting  
  • Collaborative publications  
  • Media for public consumption | • Director and developer of quality initiatives for Department or Hospital |