**Date:**

**Name:**

**Rank:**

**Years in Rank:**

**Division/Division Chief:**

**Mentor:**

**Clinical Service:**

Clinic Sessions (per week):

Inpatient Sessions (weeks):

Other:

**The Clinical Practice Track** in the School of Medicine is appropriate for faculty members whose contributions center upon patient care, professional service, and/or activities in support of patient care. While all clinical faculty must exhibit excellence in clinical skills and participate in practice management and quality improvement, Clinical Practice Track faculty are also expected to conduct their work in an academic manner, which 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.

*Faculty can demonstrate achievement and excellence that warrant promotion in a variety of ways.* ***Please circle all lettered areas (1A-1H and 2A-E) that you are active in, and add specific comments related to these areas below****. For example, if you circle 1E, explain in the Comments section what you have specifically done or what documentation you can provide.*

**1. Sustained excellence in clinical performance, including but not limited to:**

A. Peer evaluation of clinical performance. This should provide evidence for excellence in clinical care in the candidate’s field of specialty in dimensions such as:

* 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

B. Delivery of high-quality clinical care considered to be safe, timely, effective, efficient, patient-centered, and equitable

C. Performance on measures of patient and/or colleague satisfaction

D. Outstanding clinical productivity

E. Contributions to clinical services (i.e. informatics support, documentation, compliance and billing leadership)

F. Awards for clinical practice

G. Reputation for excellence (e.g. pattern of referrals, requests to provide clinical opinions on challenging cases, excellence in clinical outcomes)

H. Other contributions in the clinical realm that demonstrate excellence

**FACULTY COMMENTS:**

**MENTOR COMMENTS:**

**2.    Professional contributions that benefit the Department, School, patients, or the faculty member’s field, expressed in one or more of the following domains:**

A. Administration and Leadership. Examples of contributions may include, but are not limited to:

* Significant service on departmental or institutional committees (i.e. chair or special role)
* Significant contributions in an administrative or leadership role
* Directorship of clinical programs

B. Patient Outcomes and Quality Improvement. Examples include, but are not limited to:

* Participation in development of guidelines or critical pathways
* Development of programs or introduction of new methods
* Achievement in quality and process improvement projects/programs
* Consultation with industry, government, or other academic institutions

C. Education of Patients and Service to the Community. Examples include, but are not limited to:

* Service in community organizations that enhance health (e.g., health-related community-based organizations, campus-community partnerships that serve the community)
* Community service of a clinical nature
* Health related advocacy (e.g., testimony in local, state, or national government)

D. Service to the Field. Examples include, but are not limited to:

* Service or leadership roles in local, regional, or national professional organizations
* Delivery of continuing medical education or community education (e.g., presentations, media)
* Reviewing articles for academic journals

E. Academic Contributions. Examples include but are not limited to the following. ***The Educational Portfolio is a useful documentation tool:*** <https://www.vumc.org/faculty/about-educator-portfolio>:

* **Excellence in teaching demonstrated by strong teaching evaluations or teaching awards**
* Scholarly publications (i.e. case reports, contributions to manuscripts)
* Development and/or delivery of clinical education programs for students, professionals, or community
* Participation in clinical trials as an investigator/co-investigator, regular referral of patients
* Advising mentees on the importance of diversity
* Serving on a committee at the medical center, university, region, or national level focused on diversity and inclusion.
* Special contributions in other areas which further the mission of the Department, School, or University

**FACULTY COMMENTS:**

**MENTOR COMMENTS:**

**Summary: Faculty Member assessment of own progress.**

1) What is the strongest aspect of your portfolio?

2) What current challenges and areas of improvement do you want to focus on in the coming year?

3) What specific objectives will you accomplish in the next year to strengthen your portfolio?

4) What are your long term (5-10 years) goals and objectives?

**Committee Comments:**

Progress made on promotion in last year:

Resources needed for faculty to succeed:

General comments:

Committee Members Present:

Faculty Signature Mentor Name and Signature

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Committee Chair Signature