

**DEPARTMENT OF ANESTHESIOLOGY AND PAIN MEDICINE
APPOINTMENT AND PROMOTION CRITERIA**

Full-Time Clinical

CLINICAL ASSISTANT PROFESSOR

Appointment to the rank of Clinical Assistant Professor requires completion of a doctoral degree (MD, MD/PhD, or foreign equivalent). Individuals are expected to have successfully completed residency training and to be certified by the American Board of Anesthesiology and/or other specialty board prior to appointment. In general, post-doctoral or post-residency training will be preferred for individuals appointed to this rank. Faculty eligible for but not yet certified by the American Board of Anesthesiology and/or other specialty board will be designated as Acting faculty. Contributions in scholarship, research, teaching, and service that address diversity and equal opportunity shall also be considered.

CLINICAL ASSOCIATE PROFESSOR

Appointment to the rank of Clinical Associate Professor requires a record of outstanding success in clinical care and success in clinical teaching. Success in patient care will be measured by students, residents, fellows, and peer evaluation. Areas of evaluation of clinical care include clinical skills, efficiency in providing clinical care, general medical knowledge, knowledge specific to the individual's subspecialty area of expertise, humanistic qualities, interpersonal skills, and professional behavior and attitudes. Regional recognition for excellence in patient care is essential. Evidence of regional recognition includes participation in local and regional meetings centered on patient care and clinical skills and teaching, and local and regional invitation to give presentations on patient care and clinical skills and teaching. Contributions in scholarship, research, teaching, and service that address diversity and equal opportunity shall also be considered.

CLINICAL PROFESSOR

Building upon the requirements for Clinical Associate Professor, appointment or promotion to the rank of Clinical Professor requires outstanding, mature success in clinical care and teaching as evidenced by national recognition. Evidence of national recognition includes leadership in activities of national organizations centered on patient care and clinical skills and teaching, and invited national presentations, Visiting Professorships, and participation in national meetings. Usually, in order to gain national recognition some written evidence of scholarship is necessary. Contributions in scholarship, research, teaching, and service that address diversity and equal opportunity shall also be considered.