

**DEPARTMENT OF ANESTHESIOLOGY & PAIN MEDICINE CRITERIA FOR
APPOINTMENT AND PROMOTION IN THE CLINICIAN EDUCATOR TRACK**

ASSISTANT PROFESSOR

Appointment to the rank of Assistant Professor requires completion of a doctoral degree (MD, MD/PhD, 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 training 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.

ASSOCIATE PROFESSOR

Appointment to the rank of Associate Professor requires a record of outstanding success in clinical care and teaching, scholarly activities and administration. Contributions in scholarship, research, teaching, and service that address diversity and equal opportunity shall also be considered.

An important measure of suitability for promotion is scholarly activity. These include review and clinical research articles, quality improvement projects, clinical care practice guidelines and effectiveness evaluations, reviews of protocols and procedures, innovative teaching resources, book chapters, and production of audiovisual materials. The number of scholarly works is less important than the quality as evidenced by first authorship, quality of the venue where the scholarly work appeared, innovativeness, and importance of the work.

An important measure of success in clinical teaching is evaluation of teaching performance. Success in clinical teaching will be measured by residents and fellows using the Department's regular faculty teaching evaluation system. Teaching abilities and performance in circumstances other than clinical care are also essential. These teaching efforts include didactic lectures, Resident Special, special educational efforts, innovations in teaching, developments of teaching curriculums/programs and the development of teaching tools.

Success in patient care will be measured by student, resident, fellow, 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.

Administrative work related to clinical teaching and patient care is expected. Regional recognition for excellence in clinical teaching is essential. Evidence of regional recognition in addition to that outlined above includes participation in local and regional meetings centered on clinical teaching and administration, serving as a member or chair of major departmental, hospital, or medical school committees, and local and regional invitation to give presentations.

PROFESSOR

Building upon the requirements for Associate Professor, appointment or promotion to the rank of Professor requires outstanding, mature scholarship as evidenced by national recognition. Evidence of national recognition includes leadership in activities of national organizations centered

on clinical service, teaching and administration, Visiting Professorships, and invitations to speak and participate at national meetings. Continued substantial success in clinical teaching and scholarly activity are essential. Contributions in scholarship, research, teaching, and service that address diversity and equal opportunity shall also be considered.