

CLINICAL FACULTY

Paid Appointments

The clinical faculty member advances the clinical service mission of the Department of Ophthalmology by providing patient care and by enhancing the management and efficiency of clinical services. It is expected that clinical faculty will engage in the teaching and training of medical students, residents and fellows. Clinical faculty may also engage in research or administration related to the Department's mission.

At the time of initial appointment, the specific scope of responsibilities will be established by mutual agreement between the clinical faculty member and the department. These mutually agreed upon responsibilities will be reviewed annually and, if necessary, updated to form the basis for renewal or non-renewal of the clinical faculty appointment. Clinical faculty appointments are renewed annually on the basis of continued involvement in the academic mission of the Department.

Promotion decisions are based on the quality of an individual's substantive, documented contributions to the clinical and academic missions of the Department. Contributions to the academic mission of the department may include regional representation. Time in rank alone is not sufficient for promotion.

In accordance with the University's expressed commitment to excellence and equity, any contributions in scholarship and research, teaching, and service that address diversity and equal opportunity shall be included and considered among the professional and scholarly qualifications for appointment and promotion outlined below.

CLINICAL INSTRUCTOR

Clinical Instructor is the usual initial appointment. Appointment at this level is based on the principal factor of presumed clinical competence to do a specific clinical task or to contribute to a clinical program at one of our institutions. Specifics of expectations for teaching residents, students or other health care professionals will be identified as well as other roles to be performed.

The Clinical Instructor designation may serve as an introduction or interim appointment during which the chair of the department will work with the appointee regarding agreements related to the clinical job to be performed, and expectations related to productivity. The appointee will be certified or eligible for certification by a member board of the American Board of Medical Specialties.

CLINICAL ASSISTANT PROFESSOR

Appointment or promotion to the rank of Clinical Assistant Professor will require sustained and substantial involvement in the mission of the Department and the School, which exceed the expectations for Clinical Instructor.

All clinicians will be required to demonstrate clinical competence in both clinical care to patients, and clinical supervision of residents and fellows. To evaluate this criterion, fellow clinicians will be asked to assess the clinical competence of the nominee for promotion and report the consensus to the promotion committee. The appointee will be certified or eligible for certification by a member board of the American Board of Medical Specialties.

Although time in rank alone is not sufficient for promotion, this rank requires a minimum of six years of prior service and achievement of the rank of Clinical Assistant Professor. The outstanding candidate may be considered earlier.

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CLINICAL ASSOCIATE PROFESSOR

The rank of Clinical Associate Professor is to be reserved for those who have made high quality contributions of a substantial nature to the mission of the Department and the School of Medicine over a prolonged period of time which exceed the expectations for a Clinical Assistant Professor.

Candidates will be required to have demonstrated service to the university and/or public. Examples would be participation in the affairs of the greater university, medical school, the department, the hospital, the profession or in the community.

Candidates for this rank should have achieved regional recognition as manifest by patient referrals or regional speaking engagements. Some demonstration of creative achievement will be required, such as the development of or participation in an innovative program in clinical care delivery, professional practice, and teaching or training over a prolonged period of time.

Individuals who have been assessed to be excellent teachers and have maintained a high degree of professional and clinical competence will normally be the individuals promoted to this level. Exception may be made for individuals whose circumstances (such as hospital site of practice) preclude regular opportunities for teaching. The appointee will be certified by a member board of the American Board of Medical Specialties.

Although time in rank alone is not sufficient for promotion, this rank requires a minimum of six years of prior service and achievement of the rank of Clinical Assistant Professor. The outstanding candidate may be considered earlier.

CLINICAL PROFESSOR

Appointment or promotion to the rank of Clinical Professor is based on national or international recognition as a leader in the discipline as evidenced by accomplishments in teaching, scholarly publications, or service in national or international professional societies.

Candidates should have achieved national recognition as manifest by patient referrals or speaking engagements. A demonstration of creative achievement is required, such as the development of or participation in an innovative program in clinical care delivery, professional practice, and teaching or training over a prolonged period of time.

The candidate must have shown a high degree of leadership within the School of Medicine, the department, or the hospital and should show a strong commitment to the University and/or public service. Dedication to the programs of the Department and the School will be considered in exceptional cases. The appointee will be certified by a member board of the American Board of Medical Specialties.

Although time in rank alone is not sufficient for promotion, this rank requires a minimum of ten years of prior service and achievement of the rank of Clinical Associate Professor. The outstanding candidate may be considered earlier.

EMERITUS

Emeritus status will be considered for a clinical faculty member who has retired from clinical activities and whose scholarly teaching or service record has been highly meritorious. Emeritus appointments will be reserved for those clinical faculty who have made sustained and substantial contributions to the mission of the Department and School. Requires at least ten years of prior service and achievement of the rank of Clinical Professor or Clinical Associate Professor.

All faculty in the Department of Ophthalmology are expected to exemplify professionalism as defined by the *UW Medicine Policy on Professional Conduct*. An assessment of professionalism will be a factor considered in performance reviews, salary adjustments and promotion to successive ranks in the Department.