

## **CLINICAL FACULTY**

### Courtesy (Unpaid) Appointments

#### **General Criteria from the University of Washington Faculty Code**

A clinical appointment in the appropriate rank is usually made to a person who holds a primary appointment with an outside agency or non-academic unit of the University, or who is in private practice. Clinical faculty make substantial contributions to University programs through their expertise, interest, and motivation to work with the faculty in preparing and assisting with the instruction of students or clinical trainees. Clinical appointments are annual; the question of their renewal shall be considered each year by the faculty of the department in which they are held.

#### **School of Medicine Criteria**

Clinical faculty appointments are renewed annually as provided in the *Faculty Code*, on the basis of continued involvement in the academic mission of the relevant departments of the School of Medicine, including teaching, research, patient care, or administration related to the relevant department's missions. 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. Promotion decisions will be based upon the quality of an individual's contributions to the academic missions of the department and 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. A minimum expectation of involvement is necessary for appointment as Clinical Instructor. Promotion beyond Clinical Instructor will depend on meeting the criteria for Clinical Assistant Professor. Minimum involvement would be a contribution of at least 25 hours annually or equivalent effort. Appointees who are practicing MD or DO physicians 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 exceeds the expectations for Clinical Instructor. An example of substantial involvement would be a contribution of a minimum of 50 hours annually or equivalent effort. Appointees who are practicing MD or DO physicians will be certified or eligible for certification by a member board of the American Board of Medical Specialties.

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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. Scholarly contributions to the literature will be considered, but are not required at this rank. Substantial involvement would be a contribution of more than 50 hours annually or equivalent effort. Appointees who are practicing MD or DO physicians 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.

Distinguished and substantial professional activity in teaching, patient care, service to the community and/or region over an extended period of time and dedication to the programs of the Department and the School will be considered in exceptional cases. Substantial involvement would be a contribution of a more than 50 hours annually or equivalent effort. Scholarly contributions to the literature are required at this rank. Appointees who are practicing MD or DO physicians 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 regular 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. This rank requires at least ten years of prior service and achievement of the rank of Professor or 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.