

CRITERIA FOR THE APPOINTMENT,  
REAPPOINTMENT AND PROMOTION OF  
Non-Salaried Clinical Faculty

DEPARTMENT OF ORTHOPAEDICS AND SPORTS MEDICINE

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 in practicum settings. 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 relevant department. Time in rank alone is not sufficient for promotion.

Department Criteria:

Clinical faculty members must provide annual documentation of their activities on behalf of the Department. Such documentation must be provided in writing by June 30 for consideration of reappointment each September. Candidates for clinical faculty appointments must provide written documentation of how they will meet the criteria for appointment before consideration by the Department. The faculty will vote annually on the appointment and reappointment of all clinical faculty.

Clinical Instructor

Clinical Instructor will be the usual initial appointment. An expectation of involvement (e.g. 80 hours per year) is necessary for appointment as a Clinical Instructor. Consistent with the University’s expressed commitment to excellence, equity, diversity, and inclusion, contributions in scholarship, teaching, and service that address diversity and equal opportunity will be considered at this rank. Promotion beyond Clinical Instructor will depend on meeting the criteria for Clinical Assistant Professor.

### 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 of Orthopaedics and the School of Medicine, which exceeds the expectations for Clinical Instructor. An example of substantial involvement would be a contribution of more than 150 hours annually or equivalent effort. Consistent with the University's expressed commitment to excellence, equity, diversity, and inclusion, contributions in scholarship, teaching, and service that address diversity and equal opportunity will be considered at this rank.

In general, Board Certification in the relevant discipline (or an equivalent recognition) will be required for appointment or promotion to the rank of Clinical Assistant Professor. In rare circumstances, because of unusual qualifications or experiences, the requirement for Board Certification or equivalent may be waived.

### Clinical Associate Professor

The rank of Clinical Associate Professor is reserved for those who have made high quality contributions of a substantial nature (e.g. more than 150 hours annually or equivalent effort) to the mission of the Department of Orthopaedics 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. Consistent with the University's expressed commitment to excellence, equity, diversity, and inclusion, contributions in scholarship, teaching, and service that address diversity and equal opportunity will be considered at this rank.

### Clinical Professor

Appointment or promotion to this rank is based on national or international recognition as a leader in the discipline as evidence by accomplishments in teaching, scholarly publications, or service in national or international professional societies. Distinguished and substantial (e.g., more than 150 hours per year) professional activity in teaching, patient care, service to the community and/region over an extended period of time, and dedication to the programs of the Department of Orthopaedics and School of Medicine will be considered in exceptional cases. Consistent with the University's expressed commitment to excellence, equity, diversity, and inclusion, contributions in scholarship, teaching, and service that address diversity and equal opportunity will be considered at this rank.

### Emeritus Status

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 appointment will be reserved for those clinical faculty who have made sustained and substantial contributions to the mission of the Department of Orthopaedics and the School of Medicine. Consistent with the University's expressed commitment to excellence, equity, diversity, and inclusion, contributions in scholarship, teaching, and service that address diversity and equal opportunity will be considered at this rank. Emeritus status requires at least ten years of prior service and achievement of the rank of Clinical Professor or Clinical Associate Professor.