

Criteria for Appointment and Promotion of Salaried Clinical Faculty
Revised August 2021

Clinical Instructor (Salaried)

- The principal factor leading to appointment at this level will be presumed clinical competence to do a specific clinical task or to contribute to a clinical program at one of our institutions. In general, current Board certification or eligibility will be required for appointment to the rank of Clinical Instructor. In rare circumstances, because of unusual qualifications or experience, the requirement for current Board eligibility or certification may be waived at the discretion of the chair.
- Specifics of expectation of teaching residents, students, or other health care professionals will be identified as well as other roles to be performed.
- The candidate will be expected to serve at least two years in this capacity before consideration for promotion. The Clinical Instructor designation will serve as an introduction or interim appointment during which the chair of the department will work with the appointee regarding agreement related to the clinical job to be performed, and expectations related to productivity.
- Contributions to scholarship, teaching and service that address diversity and equal opportunity will be included among the professional qualifications for appointment.

Clinical Assistant Professor (Salaried)

- In general, current Board certification will be required for appointment or promotion to the rank of Clinical Assistant Professor or above. In rare circumstances, because of unusual qualifications or experience, the requirement for current Board certification may be waived at the discretion of the chair.
- To be promoted to this level, all clinicians will be required to demonstrate clinical competence* in both clinical care to patients and clinical supervision of residents and fellows.
- Nominees will have been in the Clinical Instructor rank for at least two years before consideration for promotion to this level, and in this rank for approximately six years before consideration for promotion to the next level. The very outstanding nominee may be considered sooner.
- Contributions to scholarship, teaching and service that address diversity and equal opportunity will be included among the professional qualifications for appointment and promotion.

Clinical Associate Professor (Salaried)

- 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. The nominee will have achieved regional recognition.
- Some demonstration of scholarly achievement will be required, such as the development of, or participation in, an innovative program in clinical care delivery, professional practice, teaching or training.
- At this level, there is a requirement for a candidate having demonstrated university and/or public service. Examples would be participation in the affairs of the greater university, medical school, the department, the hospital, the profession or in the community.
- A person considered for promotion to this rank will generally have served six years as a Clinical Assistant Professor, though the outstanding candidate may be considered at an earlier time.
- Contributions to scholarship, teaching and service that address diversity and equal opportunity will be included among the professional qualifications for appointment and promotion.

Clinical Professor (Salaried)

- The candidate for promotion to this level will meet all the requirements for promotion in the non-salaried (volunteer) clinical faculty, e.g. national or international recognition as a leader in their discipline as evidenced by accomplishments in teaching, scholarly publications, or service at the national or international professional society level.
- In addition, the candidate should have a local reputation for outstanding competence with their specialty in the areas of teaching or professional leadership.
- The candidate must have shown a high degree of leadership within the School of Medicine, the department, or the hospital.
- The candidate should show a strong commitment to the University and/or public service.
- The candidate should generally have been at the rank of Clinical Associate Professor for six years, though the outstanding candidate may be considered earlier.
- Contributions to scholarship, teaching and service that address diversity and equal opportunity will be included among the professional qualifications for appointment and promotion.

**To evaluate this criterion, the Chair will appoint three well-trained clinicians to assess the clinical competence of the nominee for promotion, and report the consensus to the promotion committee. This will be in addition to annual performance reviews. One letter of recommendation for promotion must come from the appropriate Clinic Chief.*