

DEPARTMENT OF UROLOGY
Appointment & Promotion Criteria
Non-Salaried Clinical Faculty
Revised as effective July 1, 2020

Appointment to the Clinical Faculty in a non-salaried status is available for urologists and physicians from other specialties working closely with the department of Urology who are in private practice in the WWAMI region, hold an appointment with an external agency, or who are otherwise employed in the private sector. Clinical faculty can make substantial contributions to the department's mission, and should be encouraged to do so. All candidates will be reviewed by the Clinical Faculty Appointments & Promotions (A&P) Committee, must be recommended by such, and follow the School of Medicine Appointments and Promotions process.

At the time of appointment or promotion clinical faculty will be awarded a certificate suitable for framing and professional viewing. Clinical faculty will be reviewed annually for merit, and for renewal. Clinical Faculty will be eligible to compete in Teaching and Research Support Awards among their colleagues on the department Clinical Faculty. Service Awards will be granted for service to the urologic community, and Humanitarian Awards will be granted for extraordinary service to the larger community. All honors will be acknowledged or presented at appropriate gatherings, and recognition will be published in department newsletters. Clinical Faculty members will be invited to the annual department reunion held at the AUA convention. Clinical Faculty will be afforded other benefits from the University, to include the Husky Card, with all that it entails, and a university sponsored email account.

Generally, the entry appointment will be made at the Clinical Instructor level unless the candidate has qualifications or experience that warrant appointment at a higher level.

Consistent with the University's expressed commitment to excellence, equity, diversity, and inclusion, our Department embraces diversity and promotes inclusion in our criteria for promotion. Therefore, contributions in scholarship, teaching, and service that address diversity and equal opportunity should be included among the professional and scholarly qualifications for appointments and promotion outlined below.

Clinical Instructor

The principal factor leading to this entry-level appointment is professional competence, measured by completion of formal training, Board eligibility, and a current state professional license. The candidate must request an appointment in writing, submit a CV, two letters of recommendation from other members of the Clinical Faculty, and a Personal Statement indicating why the appointment is requested.

To be considered for an appointment the candidate must agree to do ONE of the following each year:

1. Attend 1 UW Urology Grandest Rounds;
2. attend 2 conferences where UW Urology residents are present;

3. Present 1 lecture or paper at an organized forum, such as the AUA, the Western Section of the AUA, the Northwest Urologic Society, or the Washington State Urologic Society where UW Urology residents are present.

In addition, the candidate must do ONE of the following during the three-year tenure:

1. Publish 1 paper in a refereed journal per year, first authorship is not required, and must state UW title and affiliation;
2. Supervise residents or SOME medical students in performance of clinical tasks or surgical procedures, or
3. Another significant contribution for the advancement of resident education or approved by the Clinical Faculty Appointments & promotions Committee.

Recommendation for non-renewal will result from:

1. The faculty member receives censure from a professional regulatory board or commission,
2. revoking of medical center or surgical privileges,
3. not meeting the department A&P criteria for TWO consecutive years,
4. using the UW clinical faculty title to the detriment of the University or the Department,

If a clinical appointment is not renewed the candidate will have to reapply, and start the process as if he/she is an initial candidate.

Clinical Assistant Professor

This appointment requires that the individual have the training and experience substantially beyond that required of an Instructor, and be Board eligible, or have an international equivalent. The candidate will have served meritoriously as a Clinical Instructor for a minimum of three (3) years, and upon consideration for an appointment or promotion review, provide a personal assessment detailing contributions and merit, as well as an update CV. The annual requirements above continue to apply.

Clinical Associate Professor

The appointment to this level recognizes noteworthy performance as a leader in clinical care, clinical program development, teaching and mentoring, service to the local community, and the achievement of regional recognition. The candidate will have served meritoriously as a Clinical Assistant Professor for a minimum of five (5) years, and upon consideration for a promotion or appointment review, provide a personal assessment detailing contributions and merit, as well as an updated CV. The annual requirements above continue to apply.

Clinical Professor

The candidate at this level will be recognized as a regional and a national leader in his/her specialty and sub-specialty, as measured by accomplishments in teaching, scholarly publications, or service to national or international professional bodies, on the society level, AND the winning of a department recognition award. The candidate will have served meritoriously as Clinical Associate Professor for a minimum of five (5) years, and upon consideration for an appointment or promotion review, provide a personal assessment detailing contributions and merit, as well as an updated CV.