

DEPARTMENT OF UROLOGY
Appointment & Promotion Criteria
Salaried (Paid) Clinical Faculty
Revised August 2019

Approved August 2019

The appointment of salaried Clinical faculty requires justification that the appointment will advance the academic and service mission of the School of Medicine by enhancing access to UWSOM clinical department services for patients and by participation in the teaching and training of medical students, Residents and Fellows. Measurement of contributions to the Department and the SOM and merit for promotion will be assessed by a committee appointed by the Chair, utilizing the attached evaluation form.

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 clinical competence, measured by completion of formal training, Board eligibility, and an unrestricted state professional license. Specific expectations include contributing to the patient care mission of the department, and the teaching and research mission of the School of Medicine. Consideration for promotion beyond this initial appointment will be dependent upon meeting the criteria for Clinical Assistant Professor.

Clinical Assistant Professor

This appointment requires that the individual have the training and experience substantially beyond that required of an Instructor, and be Board certified. The candidate will have contributed to clinical care, medical education, the medical profession in a substantial manner, and be in good standing with the community. The candidate will be required to demonstrate competency in the clinical supervision of trainees.

Clinical Associate Professor

The appointment to this level recognizes especially 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. Scholarly contributions to the literature are encouraged, but are not weighted as much as proven clinical and teaching competence. Normally three years of service at the rank of Clinical Assistant Professor will be required before consideration of promotion to Clinical Associate Professor.

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. The candidate will have demonstrated a high degree of leadership in the department, the School of Medicine, and in the Academic Medical Centers. The candidate will have demonstrated a strong commitment to academic medicine and public service. Normally, five years of service will be required before consideration of promotion to Clinical Professor.