

## **DARPT General Guidelines for Appointment and Promotion of Clinical**

**Faculty October 2018**

### **APPOINTMENT**

#### **Clinical Instructor**

Most new clinical faculty appointments are at the rank of Clinical Instructor. The Department would normally appoint initially for a three year term. All applicants must demonstrate:

- An interest in, and a promising beginning to, teaching.
- Competence in clinical practice and a willingness to relate his/her practice to teaching.

#### **Clinical Assistant Professor**

Applicants who have completed fellowship training would be considered for appointment at the rank of Clinical Assistant Professor.

Applicants who are applying for a place in one of the Department's Advanced Training Programs would be considered for appointment at the rank of Clinical Instructor.

All applicants must demonstrate:

- An interest in, and a promising beginning to, teaching.
- Competence in clinical practice and a willingness to relate his/her practice to teaching.

#### **Clinical Associate Professor**

It is highly unusual to appoint at this level unless the applicant has held a previous appointment within the Department/Faculty or is transferring from a regular faculty to clinical faculty. Criteria for appointment at this rank would be the same as for promotion to this rank (see below).

#### **Clinical Professor**

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#### **Clinical Emeritus**

Individuals holding Clinical Faculty appointments may be eligible for emeritus status at the time of retirement/resignation from active University and meet all of the following criteria:

- A minimum of 15 years of continuous service.
- Hold the rank of Clinical Associate Professor or Clinical Professor or demonstrate an acceptable scholarly record.

- Demonstrate service that is strongly identified with the University and deemed worthy of continuing recognition.

## **PROMOTION**

### **Clinical Assistant Professor**

Consideration for promotion from Clinical Instructor to Clinical Assistant Professor is normally after 3-5 years and:

- Has demonstrated capability as a teacher.
- Has demonstrated competence in clinical practice and a willingness to relate his/her practice to teaching.
- Provides approximately 50 hours of academic contribution over a two-year period.
- Shows sustained effort to present clear and useful teaching sessions.
- Has made an effort to learn about teaching techniques.
- Is a member of appropriate local and provincial organizations.
- Has complied with any additional Department/School criteria identified in writing.
- Participates in hospital, agency, professional organization, FOM or UBC administrative and/or service activities.

### **Clinical Associate Professor**

Consideration for promotion from Clinical Assistant Professor to Clinical Associate Professor is normally after 5-7 years at previous rank and has shown:

- Has demonstrated capability as a teacher.
- Has demonstrated competence in clinical practice and a willingness to relate his/her practice to teaching.
- Provides approximately 50 hours of academic contribution over a two-year period.
- Shows sustained effort to present clear and useful teaching sessions.
- Has made an effort to learn about teaching techniques.
- Is a member of appropriate local and provincial organizations.
- Has complied with any additional Department/School criteria identified in writing.
- Participates in hospital, agency, professional organization, FOM or UBC administrative and/or service activities.

### **Clinical Professor**

Consideration for promotion from Clinical Associate Professor to Clinical Professor is after 5-10 years at previous rank with the Department and has shown:

- Has demonstrated capability as a teacher.
- Has demonstrated competence in clinical practice and a willingness to relate his/her practice to teaching.

- Has shown leadership within the Department through educational and scholarly activities nationally/internationally.
- Provides approximately 50 hours of academic contribution over a two-year period.
- Shows sustained effort to present clear and useful teaching sessions.
- Has made an effort to learn about teaching techniques.
- Is a member of appropriate local and provincial organizations.
- Has complied with any additional Department/School criteria identified in writing.
- Participates in hospital, agency, professional organization, FOM or UBC administrative and/or service activities.

***Approved by DARPT Committee 20 October 2016  
updated due to changes in Adv Trg rank***