

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.

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.

Clinical Assistant Professor

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

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***