

## Guidelines for Appointment and Promotion

### **CLINICAL INSTRUCTOR:**

Initial appointments are typically at this rank and are normally held for 3 to 5 years. Reappointments may be granted for 10 years and are renewable upon review. A candidate for appointment and reappointment at this rank will meet the following:

- a. Demonstrates an interest in, and a promising beginning to, teaching;
- b. Has demonstrated competence in clinical practice and a willingness to relate his/her practice to teaching;
- c. Provides at least a minimum academic contribution over a two-year period for reappointment

### **CLINICAL ASSISTANT PROFESSOR:**

Appointments at this rank may be made for up to 10 years, renewable upon review. A candidate for appointment, reappointment, or promotion to this rank will meet some or all of the following:

- a. Has demonstrated capability as a teacher;
- b. Has demonstrated competence in clinical practice and a willingness to relate his/her practice to teaching;
- c. Provides approximately 50 hours of teaching, mentorship, service or academic contributions over a two-year period ;
- d. Shows sustained effort to present clear and useful teaching sessions;
- e. Has made an effort to learn about teaching techniques;
- f. Is a member of appropriate local and provincial or territorial organizations
- g. Has complied with any additional Department/School criteria identified in writing;
- h. Participates in administrative and/or service activities of his/her hospital, agency, professional organization, the FOM and/or UBC;
- i. Participates in research as a collaborator when called upon

**CLINICAL ASSOCIATE PROFESSOR:**

Appointments at this rank may be made for up to 10 years, renewable upon review. A candidate for appointment, reappointment, or promotion to this rank will meet the criteria of the lower rank as well as some or all of the following:

- a. Has consistently received good formal teaching evaluations;
- b. Has the reputation of being a highly competent clinician;
- c. Provides more than 50 hours teaching, mentorship, service or academic contributions over a two-year period;
- d. Has developed expertise within his or her own field, which may include an area of special professional skill;
- e. Has taken an active, prominent role in provincial or territorial and national professional organizations;
- f. Has complied with any additional Department/School criteria identified in writing;
- g. Has contributed significantly to the administration and/or service activities of his or her hospital, agency, professional organization, the FOM and/or UBC;
- h. Has been called upon to share expertise at professional society meetings, in continuing professional educational programs or at other institutions;
- i. Participates in research as a collaborative role or as a principal investigator

**CLINICAL PROFESSOR:**

Appointments at this rank are normally held for 10 years, renewable upon review. A candidate for appointment, reappointment, or promotion to this rank will meet the criteria of the lower rank as well as some or all of the following:

- a. Has demonstrated skills as an enthusiastic, effective and devoted leader in the educational program and has received formal teaching evaluations that indicate he/she is excellent teacher who continually stimulates learners;
- b. Is recognized by his or her peers as being an outstanding clinician who has made documented significant contributions to professional practice in his or her hospital, agency, professional organization, the FOM and/or UBC;
- c. Provides more than 50 hours of teaching, mentorship, service or academic contributions over a two-year period;
- d. Has provided leadership in national or international professional organizations;
- e. Has complied with any additional Department/School criteria identified in writing;
- f. Has demonstrated distinguished service and/or related leadership in committee, administrative or policy-making decisions in his or her hospital, agency, professional organization, the FOM or UBC;
- g. Participates in research as a primary investigator or in collaborative studies