

**DEPARTMENT OF ANESTHESIOLOGY
GUIDELINES FOR CLINICAL APPOINTMENTS AND PROMOTIONS**

1997

CLINICAL INSTRUCTOR

Initial clinical appointments are usually at the rank of Clinical Instructor. Clinical Instructors are required to have graduated from an approved anesthesiology residency program. Clinical Instructors who have successfully passed their board examinations may be considered for the rank of Assistant Clinical Professor.

ASSISTANT CLINICAL PROFESSOR

Assistant Clinical Professors must meet the criteria for Clinical Instructor and must be board certified by the American Board of Anesthesiology. Assistant Clinical Professors must hold the rank of Assistant Clinical Professor for four years before consideration for promotion to the rank of Associate Clinical Professor is granted.

ASSOCIATE CLINICAL PROFESSOR

Associate Clinical Professors must meet the criteria for an appointment as an Assistant Clinical Professor and must be at the rank of Assistant Clinical Professor for a minimum of four years, combined with evidence of considerable contribution to one or more departmental activities. Associate Clinical Professors must also show consistent evidence of significant contribution to one or more other departmental activities, as defined below. (See Other Types of Departmental Service)

CLINICAL PROFESSOR

Clinical Professors must meet the criteria for appointment as an Associate Clinical Professor and must be at the rank of Associate Clinical Professor for six years. Clinical Professors should be outstanding teachers and professional role models. They should also demonstrate departmental citizenship, exemplified by such activities as service on committees, attendance at conferences, and support of the academic mission of the Department. Clinical Professors should show consistent evidence of contributions to one or more activities of the Department of Anesthesiology and/or the School of Medicine, as defined below. (See Other Types

of Departmental Service)

DISTINGUISHED CLINICAL PROFESSOR

The title Distinguished Clinical Professor is extended to recognize the outstanding contributions of School of Medicine clinical faculty members to their academic disciplines. Candidates recommended for this rank must fulfill the requirements of a Clinical Professor and must demonstrate exemplary teaching and distinguished scholarship or creative work. The very nature of the title "Distinguished" implies that there will be a limited number of faculty who will hold holding this title. It is intended to signify a select group of clinical faculty members who are leaders in their respective fields, as attested to by national or international recognition and/or their significant public service achievements.

EMERITUS STATUS

Upon retirement, a member of the clinical faculty who has given an exemplary service to the Department may be allowed to retain his or her title with the description of "emeritus" or "emerita" as appropriate. The emeritus/emerita designation may be given to a clinical faculty member who has held the rank of Clinical Professor or Associate Clinical Professor and who are considered to be a role model for trainees and faculty.

Please Note:

Service to the Department

Clinical Teaching

Each clinical faculty member is ordinarily expected to contribute services to the Department at least three times per year to qualify for promotion. For clinical faculty outside of the Denver Metropolitan Area, special considerations will be made.

Other Types of Departmental Service

For all appointments, the Department of Anesthesiology values teaching as the most important activity; however, outstanding

contribution to departmental activities may supplement and partially, although not completely, replace teaching.

Contributions might include service on departmental committees, community service, coordination of departmental programs, scholarly endeavors including research and publications in anesthesia, career awards and honors, or contributions to regional health care or professional organizations.

Past Exceptional Service

There may be special circumstances in which the Chair of the Department of Anesthesiology would like to appoint or promote an individual who has had past extensive service to the Department although that individual may not currently be actively participating in the activities of the Department.

Previous Appointment

Clinical faculty members who join our clinical faculty having served as a clinical faculty member at another medical school may assume the same faculty rank. The applicant must be able to document (**Gary will ask Dr. Gibbs about this**) that they have made continuous contributions to the clinical faculty at their previous institution.