

CLINICAL FACULTY APPOINTMENTS AND PROMOTIONS
Department of Medicine
University of Colorado Health Sciences Center

Practitioners who perform volunteer teaching, research or clinical services, and those whose appointments are 50% or less FTE in the Department of Medicine, shall be granted the ranks of Clinical Instructor, Assistant Clinical Professor, Associate Clinical Professor, or Clinical Professor, according to the criteria indicated below. Each potential clinical faculty member will be appointed by a Division within the Department corresponding to the Division in which the clinical faculty member interacts. Specific activities of the Division that will be considered in granting appointments and promotions are attached as Appendix I.

Clinical Instructor: Initial clinical appointments will usually be at the rank of Clinical Instructor unless prior teaching accomplishments, research or regional/national medical activities suggest a higher rank. Clinical faculty applicants who have held faculty appointments at other institutions will be considered for a faculty rank commensurate with the rank they previously held if: 1) they would also qualify for that rank at the University of Colorado School of Medicine; 2) they provide documentation that they have made continuous contributions to the clinical faculty of their previous institution; 3) have the potential to provide significant contributions to the Division, as determined by the Division Head or his/her designate. Faculty appointed at the rank of Clinical Instructor will be asked to submit a report every two years documenting their contributions to the Division, and these will be reviewed to determine their ongoing eligibility to maintain the rank of Clinical Instructor.

Assistant Clinical Professor: Faculty appointed at the rank of Clinical Instructor, who have an average of two years of service at this rank, and who have fulfilled divisional obligations during this period may be considered for the rank of Assistant Clinical Professor. Faculty appointed at the rank of Assistant Clinical Professor will be asked to submit a report every two years documenting their contributions to the Division, and these will be reviewed to determine their ongoing eligibility to maintain the rank of Assistant Clinical Professor.

Associate Clinical Professor: Faculty appointed at the rank of Assistant Clinical Professor, who have at least four years of service at this rank or its equivalent, and have evidence of excellent contribution to one or more Division activities (as documented by the Division Head or his/her designate), may be considered for the rank of Associate Clinical Professor. Faculty appointed at the rank of Associate Clinical Professor will be asked to submit a report every four years, documenting their contributions to the Division, and these will be reviewed to determine their ongoing eligibility to maintain the rank of Associate Clinical Professor.

Clinical Professor: Faculty appointed at the rank of Associate Clinical Professor, who have at least 6 years of service at this rank or its equivalent, have evidence of outstanding contributions to Division activities (as documented by the Division Head or his/her designate), and have a local, regional and/or national reputation for outstanding contributions to the practice of [their](#) specialization (division), may be considered for the rank of Clinical Professor. Evidence of significant community service or contributions to regional and/or national healthcare organizations along with leadership roles in those areas can also be considered. Faculty appointed at the rank of Clinical Professor will be asked to submit a report every five years, documenting their contributions to the Division, and these will be reviewed to determine their ongoing eligibility to maintain the rank of Clinical Professor.

Emeritus Status: Upon retirement, a member of the clinical faculty who has given outstanding service to the Division and the Department of Medicine may be allowed to retain his/her title with the description Emeritus/Emerita providing the faculty member has rendered service to the Division over a long period of time and is considered by faculty members and peers to be a role model for both trainees and faculty.

APPENDIX I

Clinical Faculty appointments and advancements in the Department of Medicine will be based on demonstration of substantial contributions* to one or more of the following Divisional activities:

1. Teaching: Teaching medical students, residents, and/or fellows participating in educational programs offered by the Division, including participation in inpatient and outpatient teaching activities, Divisional Grand Rounds, educational symposia organized by the Division, Division Journal Club, or other programs for which the Division is credited.
2. Clinical Activities: Regular participation in clinical programs of the Division, including inpatient and outpatient consultation or care within the University of Colorado Hospital, National Jewish Medical Center, the Denver Veteran's Affairs Medical Center, Denver Health Medical Center, Presbyterian Saint Lukes Hospital, Rose Medical Center, or Denver Public Health Department.
3. Research: Regular participation in research programs of the Division, including active recruitment and referral of patients to research projects, serving as an investigator or investigative site for research projects, regular attendance at research seminars, journal clubs and meetings, submission of proposals for research projects, active participation on protocol or manuscript teams, and mentoring research fellows.
4. Other Scholarly Activities: Evidence of other scholarly activities on behalf of the Division, including lecturing, publishing manuscripts, contributing to book chapters, serving on hospital or medical school committees, etc. as an acknowledged representative of the appropriate Division.

* Substantial contributions will be determined by each Division. In general, teaching for 4 weeks/ year, at least every other year (or the equivalent), or regular participation in the educational activities of the Division will be required.