

CRITERIA AND PROCEDURES FOR CLINICAL FACULTY
APPOINTMENT, REAPPOINTMENT AND PROMOTION

University of Colorado Department of Ophthalmology,
University of Colorado School of Medicine

Appointment Criteria:

1. Attainment of professional degree (e.g., M.D.) appropriate for clinical faculty appointment.
2. Satisfactory completion of training and experience appropriate for clinical faculty appointment.
3. Unrestricted licensure for the practice of Medicine or other professional activity in the State of Colorado.
4. For ophthalmologists, certification through the American Board of Ophthalmology following satisfactory completion of an accredited United States residency training program. Recent graduates of U.S. residency programs who are Board Eligible may be considered at the discretion of the Chair.
5. Completion of application for Clinical Faculty Appointment in the University of Colorado Department of Ophthalmology.
6. Interviews with two faculty members.
7. Letters of recommendation from three peer professionals with whom there has been significant recent professional interaction. For ophthalmologists who have completed training within the past five years, a fourth letter is required from the Director of the Residency program attended by the applicant.
8. Possession of personal and professional skills and ethics appropriate for service as a role model to medical students, residents, fellows, staff physicians and other staff members.
9. Willingness to participate in the University of Colorado Department of Ophthalmology teaching program and related academic activities in accordance with policies and procedures of the applicable institutions.

10. Initial appointments will be made at the level of Clinical Instructor unless, at the discretion of the Chair, a candidate can document significant prior academic/teaching experience.
11. Attainment of unrestricted hospital privileges at University of Colorado Health Science Center and appropriate affiliate institutions, as well as appropriate membership in U.P.I.
12. Appointments generally are not considered until the candidate has been in practice for one year in Colorado.

Maintenance Criteria:

1. Maintenance of a position on the staff at University Hospital and, if applicable, at least one of the hospitals in the University of Colorado Health Sciences affiliate hospital training program.
2. Maintenance of unrestricted licensure for the practice of Medicine or other professional activity in the State of Colorado. Any changes in Medical /Professional license status must be reported to the University of Colorado Department of Ophthalmology within 60 days of the change.
3. Demonstration of consistent teaching at the University of Colorado Health Sciences Center or affiliated teaching hospitals. On average, one half day per month is required of all clinical faculty. Community-based faculty who live out of the Denver-Boulder corridor may fulfill this service requirement with six half-days per year. This service requirement may be modified at the discretion of the Chair with other significant teaching activities.
4. Attendance at teaching conferences (e.g., Grand Rounds, Departmental Courses).
5. Evaluation by the Clinical Faculty Promotions Committee for continuation of appointed position, consideration of promotion, or deletion by due process.

Appointment/Reappointment/Promotion Process:

1. Initial appointment is by approval of the University of Colorado Department of Ophthalmology Clinical Committee and by approval via additional review and process by the University of Colorado School of Medicine.

2. Annual reappointment and/or promotion are by approval of the University of Colorado Department of Ophthalmology Clinical Faculty Promotions Committee and by approval via additional review and process by the University of Colorado School of Medicine.

General Promotion Criteria:

1. Tangible contributions in more than one area of academic life of the University of Colorado Department of Ophthalmology.
2. Demonstration of outstanding activity in the teaching aspects of the Ophthalmology program. Specifically this would include:
 - a. attendance and participation in teaching conferences,
 - b. attendance at Grand Rounds,
 - c. staffing of resident surgery,
 - d. staffing of clinics, assistance of residents in publication of papers and/or presentations to regional or national meetings,
 - e. lectures to residents, medical students and/or nursing personnel,
 - f. preceptorship of medical students, and
 - g. assisting residents with research activities.
3. Service to the University of Colorado Department, affiliated hospitals, University of Colorado School of Medicine and/or University.
4. Contributions to community or national groups.
5. Demonstration of scholarly activity, such as publications of clinical or basic science research.

Exceptions and Amendments:

Exceptions or amendments to the above criteria and procedures may be made by the University of Colorado Department of Ophthalmology Clinical Committee with a two-thirds vote of the members at a meeting with a quorum present.

OPHTHALMOLOGY COMMUNITY-BASED FACULTY

Criteria for Promotion to

Assistant Clinical Professor

The criteria for promotion to the rank of Assistant Clinical Professor are:

1. Service as a Clinical Instructor for a minimum of three years.
2. Active participation in the educational programs of residents and/or medical students during this period of time. These activities may take the form of active supervision of residents in the clinics or in the operating room and/or participation in the didactic lectures and programs to residents and medical students.
3. Contributions to departmental, hospital, community or national organizations is valuable.
4. Participation in clinical or basic research programs is valuable.

OPHTHALMOLOGY COMMUNITY-BASED FACULTY

Criteria for Promotion to

Associate Clinical Professor

The criteria for promotion to the rank of Associate Clinical Professor are:

1. Meet all requirements for appointment as an Assistant Clinical Professor.
2. Distinguished service in the University of Colorado Department of Ophthalmology as an Assistant Clinical Professor for a minimum of five years.
3. Active participation in the educational programs of residents and/or medical students during this period. Demonstrated qualities in teaching residents in diagnostic and clinical skills of ophthalmology.
4. Contributions to the community, sight saving groups, serving on editorial staff of ophthalmology journals, serving on various hospital committees, national ophthalmology committees, etc.
5. Contributions to the literature or to national educational programs, development of new diagnostic or therapeutic techniques including surgery, or grant awards.

OPHTHALMOLOGY COMMUNITY-BASED FACULTY

Criteria for Promotion to

Clinical Professor

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.

The criteria for promotion to the rank of Clinical Professor are:

1. Meet all requirements for appointment as Associate Clinical Professor.
2. Distinguished service to the University of Colorado Department of Ophthalmology for a minimum of six years as an Associate Clinical Professor.
3. Active participation in the educational programs of residents an/or medical students during this period. Outstanding qualities in teaching residents in diagnostic and clinical skills of ophthalmology.
4. Service on committees of the University of Colorado Department of Ophthalmology; University Hospital and/or affiliated hospitals, University of Colorado School of Medicine, and/or University of Colorado.
5. Contributions to community, state, or national organizations, such as sight saving groups, hospital committees, public school sight education programs, ophthalmologic organizations, and/or NIH committees.
6. Interdisciplinary contributions (research, education, clinical consultations, etc.) to other departments and hospital services.
7. Nationally recognized scholarly achievements, including publications, contributions to advancement of Ophthalmological sciences, service on editorial boards, service on national educational societies, presentations at national meetings etc.

Distinguished Clinical Professor

The title Distinguished Clinical Professor is extended to recognize the outstanding contributions of University of Colorado Department of Ophthalmology Clinical Faculty members. Candidates recommended for this rank must fulfill the requirements for Clinical Professor and must demonstrate:

1. Exemplary teaching; and
2. Distinguished scholarship or creative work.

The very nature of the title “Distinguished” implies that there will be a limited number of faculty 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 or Emerite Status

Upon retirement, a member of the clinical faculty who has given exemplary service to the University of Colorado School of Medicine may be allowed to retain his/her title with the description of “Emeritus” or “Emerite,” respectively. The Emeritus/Emerite designation may be given to those University of Colorado Department of Ophthalmology clinical faculty members who hold the academic rank of Professor and who have rendered 20 or more years of exemplary service to the University of Colorado School of Medicine. The recommendation for this status should originate from the Chair, who will forward the recommendation to the Committee on Senior Clinical Appointments and Promotions for consideration. This Committee will transmit its recommendation to the Executive Committee. There may be other special circumstances in which it is deemed fitting to award clinical faculty with the designation of “Emeritus” or “Emerite.” In such cases, the recommendation with appropriate justification will be transmitted to the Committee on Senior Clinical Appointments and Promotions for its consideration.

**Approved by Department of Ophthalmology
Clinical Committee: March 20, 1997**