

Department of Orthopaedics

University East Pavillion

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4701 East Ninth Avenue  
Denver, Colorado 80262

Clinic Appointments (303) 372-1200  
Referral Fax (303) 372-1268

**DEPARTMENT OF ORTHOPAEDICS  
UNIVERSITY OF COLORADO HEALTH SCIENCES CENTER**

**Criteria for Clinical Faculty Appointments and Promotions**

A clinical appointment carries the esteem of a formal association with the University of Colorado Health Sciences Center. The basis for granting or renewing an appointment is the direct involvement in one or more departmental programs. The Orthopaedic Department's Appointment and Promotion Committee will only consider candidates who have received approval from the director of at least one service within the department. No appointment will be made without the department chairman's approval. All appointments will be limited to two years. Renewal of appointments will be based on past participation levels and current departmental needs.

Annually, all clinical faculty members must provide a minimum of fifty hours of direct service to the department. Each clinical faculty member will be assigned to one or more service within the department. The service director for each area is responsible for the assignment of clinical faculty responsibilities and the assessment of performance.

Among the activities that may qualify a candidate for a clinical faculty appointment are:

Coverage of clinical services

Active participation in resident, medical student or fellowship rotations

Didactic teaching of medical students or residents

Contribution to research projects

In addition the clinical faculty member is encouraged to:

Attend journal club meetings, hosted by his/her assigned service

Attend grand rounds related to his/her assigned service

Participate in grand rounds presentations, as requested

Be available for second opinion consultations, with minimal administrative barriers

The definition given in the rules of the School of Medicine provide a template for determining appointment to the clinical faculty:

"Practitioners or other professionals who perform volunteer teaching, research or clinical services and whose appointment are less than full time," if they demonstrate significant accomplishments in teaching of residents, research or have a nationally recognized contribution in the area of orthopaedics, the initial rank shall be that of clinical instructor or assistant clinical professor, depending upon the degree of clinical experience accumulated subsequent to the completion of professional education. Examples of this would be supervision of clinical activities with residents and students as well as teaching and/or supervision and contributions to research activities by or including orthopaedic residents. The rank of clinical associate professor would normally be based on combined evidence of considerable contribution in one or more departmental activities and/or based on regional or national recognition of clinical and scholarly activities. Scholarly activities would include publications in peer-reviewed journals, presentation(s) at national meetings and/or local involvement in Department of Orthopaedic sponsored symposia, grand rounds, or courses.

The promotion of clinical assistant professor to clinical associate professor could be achieved with continued "significant" level of involvement in the clinical activities and/or education of residents from the Department of Orthopaedics for a period of at least four years. Promotion criteria for clinical professor includes a minimum of six additional years contribution to clinical teaching, supervision of scholarly activities, as well as recognition of outstanding achievements in the area of clinical and/or basic science research in orthopaedic surgery. From the rules of the School of Medicine, "clinical professors should be outstanding teachers and professional role models, and demonstrate departmental citizenship exemplified by such activities as service on committees, attendance at conferences, and support of the academic mission in the department."

It is the opinion of the Clinical Faculty committee that criteria for selection, promotion, and retention should be available to candidates for appointment to clinical faculty ranks. A yearly review of the contributions should be performed by the appointed full-time Clinical Faculty committee. Clinical faculty should provide the Chairman, Department of Orthopaedics, yearly, with an updated curriculum vitae or abstract, delineating scientific contributions, publications, attendance at clinical activities, conferences, etc., that demonstrate continued participation in departmental activities. Failure to provide updated information or request reappointment might result in termination of clinical faculty status. It should be the responsibility of the Department of Orthopaedics to monitor the status of the clinical appointments, requests for reappointment, promotional eligibility, and notify the Chairman, Department of Orthopaedics, of any changes and recommendations. Selection for promotion should be based upon the recommendations of the Chairman, Department of Orthopaedics, to the Dean, School of Medicine, and should utilize accepted University of Colorado pathways.

This document presents the usual minimal criteria for appointments and promotions at each level of clinical appointment. It is important to recognize that meeting or exceeding these minimal criteria does not, in and of itself, guarantee promotion. It is also recognized that the goal of the criteria is to insure excellence at each level, and therefore, in very unusual and exceptional cases, elements of the specific criteria will be reduced only by overwhelming excellence in another part of the standard. An unlimited number of clinical faculty appointments is not recommended by the Clinical Faculty

committee as it is recognized that there is a limit to the amount of available clinical, research and teaching work. Recognition of excellence in clinical teaching and research in Orthopaedic Surgery by appointment of clinical faculty rank will augment the capability and ability of the Department of Orthopaedics in accomplishing its mission of excellence in patient care, education, and research.

Primary criteria for appointment and promotion will be demonstrated excellence in service, or clinical care, teaching, and basic or clinical research. When appropriate, completion of an approved orthopaedic surgery residency, eligibility for participation in the American Board of Orthopaedic Surgery certification process (or certification), state medical licensure, malpractice insurance requirement completion, and hospital privileges should be demonstrable.

#### MINIMAL CRITERIA FOR ASSISTANT CLINICAL PROFESSOR

This title is for faculty who have shown promise for, and a commitment to education.

- Minimum of 3 reviewed principal author papers on original research, exclusive of case reports and reviews.
- Excellent service or clinical skills
- Excellent teaching skills

#### MINIMAL CRITERIA FOR ASSOCIATE CLINICAL PROFESSOR

Appointment to Associate Clinical Professor is reserved for faculty who have demonstrated scholarship, clinical excellence, and the assumption of key roles in the department by an appropriate combination of: 1) excellence in teaching, 2) excellence in research, as judged by meritorious scientific publications, 3) promise of continued research productivity, 4) outstanding service or clinical skills, and 5) academic leadership, both locally and nationally.

- Highly developed areas of research interest, with a history of research support.
- Minimum of 10 peer-reviewed publications, the quality of which will be a primary determinant of the candidate's research achievements. The four most important first author/senior author publications will be reviewed for evidence of original and significant scholarship. Recognition of scholarly achievements outside the University of Colorado will be required for appointment to Associate Clinical Professor.
- Evidence of excellence in teaching based on excellence in three or more of the following categories:
  - evaluation by medical students
  - evaluation by residents
  - teaching awards
  - special teaching material such as books, chapters, tapes, or computer material.
  - lecture outside of the University of Colorado
  - grants for development of teaching programs
  - participation as post-graduate program faculty

Evidence of excellence in clinical practice and/or administration, based on excellence in two or more of the following categories:

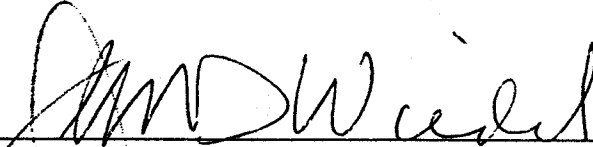
- patient volumes
- referral patterns
- positions in professional societies
- sub-speciality certificates
- examiner for a specialty board
- significant participation on departmental committees and administration.

#### MINIMAL CRITERIA FOR CLINICAL PROFESSOR

The title of Clinical Professor is reserved for faculty members who have attained extraordinary national and international eminence in their chosen field. The qualifications are the same as those for appointment to Associate Clinical Professor, but evidence of much greater and seminal scholarly accomplishments is required, usually more than 25 peer-reviewed scientific papers.

- continuing publication of outstanding original and innovative research findings, and/or important clinical applications of basic science.
- key individual in research and/or clinical training-education, with active participation in the department's educational program.
- demonstrated leadership capabilities locally and nationally.
- national and international reputation as evidenced by memberships in study sections editorial board advisory groups, prestigious professional societies, etc., and awards prizes and other notable academic achievements, as well as recognition for superior accomplishments in orthopaedic surgery.

Approved: \_\_\_\_\_

  
Jerome D. Wiedel, M.D.  
Professor and Chairman

Date: \_\_\_\_\_

10/21/98

**Department of Orthopaedics**

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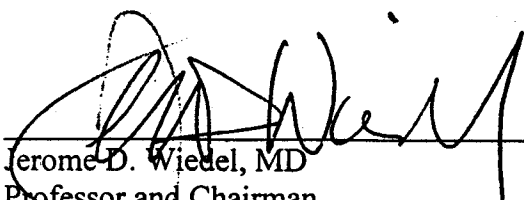
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Department of Orthopaedics  
School of Medicine  
University of Colorado Health Sciences Center

**Criteria for Distinguished Professor**

The honor of distinguished professor and distinguished clinical professor will only be granted to those faculty members who have made significant, career contributions to the Department of Orthopaedics and mission of the School of Medicine. Candidates recommended to this rank must have demonstrable, extraordinary accomplishments in teaching, research, clinical service and/or community service.

The Orthopaedic Department will reserve the distinguished professor rank to honor faculty members who have spent a significant portion of their careers serving as orthopaedic leaders and pioneers, through exemplary teaching, high quality research, outstanding clinical service and/or major service to the community. Regional, national and international recognition will substantiate these nominations.

  
Jerome D. Wiedel, MD  
Professor and Chairman