

CRITERIA AND PROCEDURES FOR CLINICAL FACULTY APPOINTMENT, REAPPOINTMENT AND PROMOTION

University of Colorado Denver, School of Medicine Department of Pathology

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. Completion of application for Clinical Faculty Appointment in the University of Colorado Denver, School of Medicine, Department of Pathology.
4. Letters of recommendation from two peer professionals with whom there has been significant recent professional interaction. For pathologists 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.
5. 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.
6. Willingness to participate in the University of University of Colorado Denver, School of Medicine, Department of Pathology teaching program and related academic activities in accordance with policies and procedures of the applicable institutions.
7. 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.

Maintenance Criteria:

1. Demonstration of consistent teaching or service to the University of Colorado Denver, School of Medicine, or affiliated teaching hospitals. A service commitment is required annually with documentation provided to the Chair. This service commitment may be modified at the discretion of the Chair with other significant teaching activities.

Appointment/Reappointment/Promotion Process:

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

Department of Pathology Community-Based Faculty

Criteria for Rank of Clinical Instructor

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 are valuable.

Participation in clinical or basic research programs is valuable.

Department of Pathology Community-Based Faculty

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 Denver, School of Medicine, Department of Pathology as an Assistant Clinical Professor for a minimum of 2 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 pathology.
4. Contributions to the community, serving on editorial staff of pathology journals, serving on various hospital committees, national pathology committees, etc.
5. Contributions to the literature or to national educational programs, development of new diagnostic or therapeutic techniques including surgery, or grant awards.

Department of Pathology Community-Based Faculty

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 Denver, School of Medicine, Department of Pathology for a minimum of six years as an Associate Clinical Professor.
3. Active participation in the educational programs of residents and/or medical students during this period. Outstanding qualities in teaching residents in diagnostic and clinical skills of pathology.
4. Service on committees of the University of Colorado Denver, School of Medicine, Department of Pathology; University Hospital and/or affiliated hospitals.
5. Contributions to community, state, or national organizations, hospital committees, pathology 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 Pathologic sciences, service on editorial boards, service on national educational societies, presentations at national meetings, etc.

Department of Pathology Community-Based Faculty
Criteria for Rank of Distinguished Clinical Professor

The title Distinguished Clinical Professor is extended to recognize the outstanding contributions of University of Colorado Denver, School of Medicine, Department of Pathology 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 Denver, 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 Denver, School of Medicine, Department of Pathology 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 Denver, 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.