

**UNIVERSITY OF COLORADO SCHOOL OF MEDICINE
DEPARTMENT OF SURGERY**

Guidelines for Appointment / Promotion of Clinical Faculty

(Drafted 11/1/04 – revised 3/28/05)

Practitioners who perform volunteer teaching, research or clinical services, and those whose appointments are less than full-time in the Department of Surgery, shall be granted the ranks of Clinical Instructor, Assistant Clinical Professor, Associate Clinical Professor, or Clinical Professor, according to the criteria indicated below. Specific activities of the Department will be considered in granting appointments and promotions are attached as Appendix A.

Exceptions may be considered upon review of credentials.

Following is a set of criteria for movement from Clinical Instructor through the full Clinical Professor rank. Faculty going through promotion in the clinical faculty ranks will be reviewed at the department level by the Department Advisory Committee, and at the School of Medicine level by the School of Medicine Clinical Faculty Promotion Committee.

All appointments to the clinical faculty of the Department of Surgery require active, ongoing participation in one or more of the academic missions of the department—teaching, research, clinical service or community service.

If an individual holds a rank elsewhere, it will be customary, but not mandatory, to offer a parallel rank within the Department.

The criteria below are to be used as a guideline. Divisions may choose to be more formal or restrictive than these guidelines.

A. Clinical Instructor

1. No terminal degree (Ph.D., M.D., etc.)
 - Two years or more professional experience
 - Some direct involvement in teaching or supervising medical students, residents or other trainees
2. Terminal degree and has completed training
 - Less than one year professional experience
 - No direct involvement in teaching or supervising medical students, residents or trainees

B. Senior Clinical Instructor

1. No terminal degree (Ph.D., M.D., etc.)
 - Two years or more professional experience
 - Two years or more teaching or supervising medical students, residents or trainees
2. Terminal degree and has completed training
 - Less than two years professional experience
 - Some direct involvement in teaching or supervising medical students, residents or trainees

C. Assistant Clinical Professor

1. Terminal degree and has completed training
 - Two years or more professional experience
 - Two years or more teaching or supervising medical students, residents or trainees

D. Associate Clinical Professor

1. Any length of appointment at the regular faculty rank of Associate Professor, at this or another medical institution
1. One year or more at the regular faculty rank of Assistant Professor, at this or another medical institution
2. Five years at the rank of Assistant Clinical Professor at this or another medical institution

E. Clinical Professor

1. Any length of appointment at the regular faculty rank of Professor, at this or another medical institution
2. Two years or more at the regular faculty rank of Associate Professor, at this or another medical institution
3. Seven years at the rank of Associate Clinical Professor at this or another medical institution

APPENDIX A

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

1. Teaching: Teaching medical students, residents, and/or fellows participating in educational programs offered by the Department, including participation in inpatient and outpatient teaching activities, educational symposia organized by the Department, or other programs for which the Department is credited.
2. Clinical Activities: Regular participation in clinical programs of the Department, including inpatient and outpatient consultation or care within the University of Colorado Hospital, the Denver Veteran's Affairs Medical Center, or Denver Health Medical Center.
3. Research: Regular participation in research programs of the Department, 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 Department, including lecturing, publishing manuscripts, contributing to book chapters, serving on hospital or medical school committees, etc., as an acknowledged representative of the Department of Surgery.

Participation in the following department activities is considered:

- Surgery Grand Rounds
- Weekly M&M Conference
- Resident Debates
- Journal Club
- Medical Student Oral Exams
- Ward rounds with medical students and residents
- AHEC students perform "clerkship" in regional hospital/clinic with clinical faculty member(s)
- Preceptorships
- Other scholarly activity – research, awards, honors, etc.

And in Emergency Medicine:

- Emergency Medicine Grand Rounds
- Emergency Medicine lectures
- Participation in didactic emergency medicine electives in SOM
- Bedside clinical practice in Emergency Department teaching students and residents
- Foundations of Doctoring course preceptorship

2004 COMMITTEE MEMBERS

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