

**DEPARTMENT OF PEDIATRICS**  
**UNIVERSITY OF COLORADO DENVER SCHOOL OF MEDICINE**  
**Guidelines for Clinical Faculty Appointments and Promotions**

**CLINICAL INSTRUCTOR**

Initial clinical appointments are usually at the rank of Clinical Instructor. If the individual is a physician, he or she should be board eligible or board certified. If the individual is not a physician, he or she should have either a terminal degree or be trained and licensed as applicable to the specific discipline. This might be waived for individuals who have some special expertise. Typically, appointments at the Clinical Instructor level will be reviewed after two years. Clinical Instructors who have fulfilled their clinical teaching obligations (see Clinical Teaching below) may be considered for promotion to the rank of Assistant Clinical Professor.

**ASSISTANT CLINICAL PROFESSOR**

Assistant Clinical Professors must meet the criteria for Clinical Instructor and must have held the rank of Clinical Instructor for a minimum of two years. They must also provide satisfactory documentation of clinical teaching on behalf of the Department of Pediatrics (see Clinical Teaching below).

**ASSOCIATE CLINICAL PROFESSOR**

Associate Clinical Professors must meet the criteria for appointment as an Assistant Clinical Professor and must have held the rank of Assistant Clinical Professor for a minimum of four years. In addition, Associate Clinical Professors must demonstrate excellence in clinical teaching (see Clinical Teaching below). Associate Clinical Professors might also show consistent evidence of significant contribution to one or more other departmental activities, as defined below (see Other Types of Departmental Service below).

**CLINICAL PROFESSOR**

Clinical Professors must meet the criteria for appointment as an Associate Clinical Professor and must have held the rank of Associate Clinical Professor for six years. Clinical Professors should be outstanding teachers and professional role models (see Clinical Teaching below). Clinical Professors should have made some recognized significant contributions to the practice of medicine, pediatrics, or child advocacy. Clinical Professors should show consistent evidence of contributions to one or more other activities of the Department of Pediatrics and/or the School of Medicine, as defined below (see Other Types of Departmental Service below).

**DISTINGUISHED CLINICAL PROFESSOR**

The title Distinguished Clinical Professor is extended to recognize the outstanding contributions of School of Medicine Clinical Faculty members to their academic disciplines. Candidates recommended for this rank must fulfill the requirements for Clinical Professor above 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 STATUS**

Upon retirement a member of the clinical faculty who has given an exemplary service to the Department may be allowed to retain his or her title with the description of "emeritus" or "emerita" as appropriate. The emeritus/emerita designation may be given to clinical faculty who have held the rank of Clinical Professor or Associate Clinical Professor for a minimum of twenty years and who are considered to be a role model for trainees and faculty.

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### ***Notes:***

#### **➤ Service to the Department**

##### **○ Clinical Teaching**

Each clinical faculty member is ordinarily expected to provide 32 hours of service to the Department per year to qualify for promotion. For clinical faculty outside of the Denver metropolitan area, special considerations will be made.

Clinical teaching may be done in any of the training programs sponsored by the Department of Pediatrics. Teaching at institutions other than those served by the University of Colorado will be recognized; however, teaching cannot exclusively be done in non-university programs.

##### **○ Other Types of Departmental Service**

For all appointments, the Department of Pediatrics values teaching as the most important activity. However, outstanding contribution to departmental activities may supplement and partially, although not completely, replace teaching. Contributions might include service on departmental committees, community service on behalf of children, coordination of departmental programs, scholarly endeavors including research and publications in pediatrics, career awards and honors, or contributions to regional health care or professional organizations.

#### **➤ Past Exceptional Service**

There may be special circumstances in which the Chairman of the Department of Pediatrics would like to appoint or promote an individual who has had past extensive service to the Department although that individual may not currently be actively participating in the activities of the Department.

#### **➤ Previous Appointment**

Clinical faculty members who join our clinical faculty having served as a clinical faculty member at another medical school may assume the same faculty rank. The applicant must be able to document that they have made continuous contributions to the clinical faculty at their previous institution.

#### **➤ CHA/PA-C's and other mid-level practitioners** are welcome to become members of the clinical faculty.