

Promotion Criteria for Clinical Practice Series¹

2. The Associate Professor and Professor of Clinical Practice Series

Faculty members whose duties are focused primarily in direct patient care may be given titles in the Professor of Clinical Practice series. Faculty members appointed in this series shall hold the titles of “Associate Professor of Clinical” or “Professor of Clinical” followed by the name of one of the clinical departments. These titles are referred to as “Professor of Clinical Practice” titles in these Rules. Faculty in the Clinical Practice Series must also demonstrate meritorious accomplishments in teaching. Faculty in this series are encouraged, but are not required, to participate in scholarship. As such, they are not eligible for tenure. Faculty in this series may hold limited, indeterminate or at-will appointments.

Prior to undergoing departmental review for promotion from Assistant Professor to Associate Professor, all faculty members, in consultation with their chair, must choose whether to seek promotion to Associate Professor in the regular or clinical practice series. Normally, they will make this election after undergoing a comprehensive mid-course review, based on their interests and accomplishments in clinical work, service, teaching and scholarship.

Associate Professors and Professors of Clinical Practice are entitled to all the rights and privileges of faculty in the regular series, including eligibility for sabbatical assignment. Faculty in the clinical practice series are eligible for vacation and sick leave and health and life insurance coverage in accordance with University policies. Annual performance reviews and the timing and processes for reviews for appointment and promotion in the clinical practice series are identical to the review and approval processes for regular faculty.

Positions in the clinical practice series and the regular tenure-eligible faculty series are not inter-changeable. Faculty members in the clinical practice series may be re-assigned to the regular tenure-eligible faculty series (or vice versa) only if requested by the faculty member and agreed to by the department chair. Faculty members who are reassigned must also be reviewed by the appropriate departmental and School of Medicine committees, to ensure that they meet all criteria for the new title and rank.

A. Criteria for Faculty Ranks in the Clinical Practice Series

All faculty in the professor of clinical practice series are expected to demonstrate excellence in clinical care. The Promotion Criteria Matrix ([Appendix 1](#) of these Rules) will be used to guide faculty members, department chairs and promotion review committees in assessing whether the faculty member has met the criteria for appointment and advancement in the clinical practice series.

¹ Extracted from the School of Medicine Rules, August 2012

The promotion process is meant to describe and reward continued professional growth and achievement. Therefore, faculty appointed or promoted to the rank of Professor of Clinical Practice must demonstrate ongoing achievement in their areas of expertise as defined below, Article II.G.2.A.ii; that is, they must have a record, since receiving tenure or promotion to associate professor, that indicates substantial, significant and continued growth, development and accomplishment in teaching, scholarship and other applicable areas.

i. Associate Professors of Clinical Practice

Faculty appointed or promoted to the rank of Associate Professor of Clinical Practice will devote the majority of their time and effort to clinical care. They should have the terminal degree appropriate to their field, or its equivalent. Associate Professors of Clinical Practice must demonstrate: excellence in clinical care; at least meritorious performance in teaching; and a local (hospital or university) or regional reputation for clinical excellence. Evidence of a local or regional reputation may include letters of support from clinical colleagues, evidence that the faculty member has become a resource for other clinicians, leadership of clinical programs, meaningful participation in quality improvement activities or other evidence of a local or regional reputation. Scholarship is encouraged and will strengthen the clinician's promotion portfolio.

Review for promotion to Associate Professor of Clinical Practice may occur whenever the faculty member meets the specified criteria, but normally the review must begin by the beginning of the seventh year of service as Assistant Professor of Clinical Practice. Faculty members who are not promoted to Associate Professor of Clinical Practice during the seventh year will be given one year's notice that their appointment will not be renewed. Extensions to the seven-year probationary period may be granted in accordance with the policies specified in Article II.G.1.d.

ii. Professors of Clinical Practice

Professors of Clinical Practice should have the terminal degree appropriate to their field or its equivalent. They must demonstrate excellence in clinical care and at least meritorious accomplishments in teaching. Professors of Clinical Practice must demonstrate continued achievement in their areas of expertise; that is, they must have a record, since receiving promotion to Associate Professor of Clinical Practice, that indicates substantial, significant and continued growth, development and accomplishment in their area(s) of expertise.

In addition to excellence in clinical care, professors of clinical practice must demonstrate a national or international reputation for excellence in clinical care. Evidence of a national reputation may include: nationally recognized clinical activities or teaching; visiting professorships or invitations to speak at other universities or at national meetings; authorship of nationally recognized clinical practice guidelines or

review articles in respected textbooks; and leadership of national committees or task forces.

Professors of clinical practice must also demonstrate at least one of the following: Excellence in teaching; or leadership of structured projects that have assessed and improved the quality, value and efficiency of clinical care.

Scholarship is encouraged and will strengthen the clinician's promotion portfolio. Greatest weight is given to scholarly projects that advance the science and practice of health care quality, efficiency and patient safety.