

## **Department of Pediatrics Mission Statement:**

**Our mission is to improve the health of children through the provision of high-quality, coordinated programs of patient care, education, research and advocacy.**

## **Expectations for Department of Pediatrics Volunteer Clinical Faculty**

Currently, to be a member of the volunteer clinical faculty (VCF), Department of Pediatrics sub-committee rules stipulate that providers must contribute 32 hours per year of teaching at any level to maintain appointment and to qualify for promotion. While our appointments and promotions subcommittee recognizes other contributions made by VCF, they do not, at present, fulfill requirements for promotion.

Consistent with the mission of the Department of Pediatrics, the following rules regarding expectations of VCF are proposed:

**Teaching:** The minimum requirement of 32 hours each year should be devoted to teaching trainees from the University of Colorado School of Medicine. These trainees may be in any of the programs of the School of Medicine (e.g., medical or physician assistant students, residents, fellows). Providers may teach in training programs outside the SOM as well; however, these efforts will not count toward the 32 hour minimum requirement.

Non-teaching activities that support the mission of the Department of Pediatrics will also be considered towards fulfillment of the 32 hours annual service requirement. These should be activities relevant to child health and might include (this list is not intended to be all-inclusive):

1. Legislative efforts on behalf of children through the American Academy of Pediatrics, Colorado Medical Society, or other state or professional organizations, (e.g., addressing gun-control, food insecurity, mental health, child mistreatment, vaccine hesitancy or misinformation)
2. Participation at the local/regional or national/international level in activities sponsored by organizations that address child health (e.g., participation in committees of the American Academy of Pediatrics).
3. Community education on pediatric-focused topics
4. Global Health work that includes a pediatric component
5. Medical volunteer activities – e.g., pediatric vaccination clinics, volunteer health clinics providing care for children
6. Service to the School of Medicine or Department of Pediatrics – e.g., participation on the medical student admissions committee, participation in research or other academic programs of the School of Medicine or Department of Pediatrics, etc.
7. Participation in community organizations, including advocacy activities, that address the well-being of children, e.g., Colorado Children's Campaign, Rocky Mountain Children's Health Foundation, Mother's Milk Bank, etc.

## **Review Processes for Volunteer Clinical Faculty**

School of Medicine Clinical Faculty Appointments are given and meant to theoretically continue indefinitely, without the procedural need for renewal. They are, however, “at will,” meaning that they can be ended electively at any time by either the faculty member or the Department of Pediatrics. Per School of Medicine rules, appointments are to be reviewed on a regular basis to determine if the faculty member is actively engaged in teaching and other significant activities relevant to the Department of Pediatrics and which advance the well-being of children. This does not require reapplication on the part of the faculty member or a new letter of offer from the School of Medicine.

Review will occur every three years after original appointment. It will be conducted by the Department of Pediatrics Manager of the Volunteer Clinical Faculty program with input from the Department of Pediatrics Associate Vice Chair for Volunteer Clinical Faculty. When questions arise, the Faculty Affairs Committee for the University of Colorado School of Medicine will be consulted.

Ideally, VCF activities directly related to CU School of Medicine will be collated by the Department of Pediatrics VCF team. Faculty will be queried every three years regarding their interest in continuing their appointment, as well as to provide information regarding outside activities. Appointments will be discontinued if there is insufficient documentation of ongoing interest and activity. Exceptions may be made, and extensions granted by the Department of Pediatrics VCF team for faculty

members with temporary circumstances that limit the ability to participate in teaching or other activities. (e.g., global pandemic, leave of absence, physical location making placement of students difficult, etc.)