

## **Description of Academic Ranks for Clinical Faculty (initial appointment may be made at any rank)**

### Clinical Instructor:

Initial appointments are typically at this rank and are normally held for 3 to 5 years. Reappointment may be granted for 10 years, renewable.

- Has demonstrated an interest in, and a promising beginning to, teaching.
- Has demonstrated competence in clinical practice and a willingness to relate his/her practice to teaching.

### Clinical Assistant Professor:

Appointments at this rank may be made for up to 10 years, renewable.

- Has demonstrated capability by formal assessment as a teacher.
- Has demonstrated competence in clinical practice and a willingness to relate his/her practice to teaching.
- Shows sustained effort to present clear and useful teaching sessions.
- Has made an effort to learn about teaching techniques.
- Is a member of appropriate local and provincial organizations.
- Has complied with any additional department/school criteria.
- Participates in hospital, agency, professional organization, FOM or UBC administrative and/or service activities.
- Provides approximately 50 hours of academic contribution over a two-year period.

### Clinical Associate Professor:

Appointments at this rank may be made for up to 10 years, renewable.

- Has demonstrated skills as one of the better teachers in the Department/School and/or hospital by formal assessment.
- Has the reputation of being a highly competent clinician.
- Has developed expertise within his or her own field, which may include an area of special professional skill.
- Has taken an active, prominent role in provincial and national professional organizations.
- Has complied with any additional department/school criteria

- Has contributed significantly to the administration and/or service activities of his or her hospital, agency, professional organization, FOM or the University.
- Has been called upon to speak at professional society meetings, in continuing professional educational programs and at other institutions.
- Provides more than 50 hours of academic contribution over a two-year period.

#### Clinical Professor:

Appointments at this rank are normally held for 10 years, renewable.

- Has demonstrated skills as an enthusiastic, effective and devoted leader in the educational program who has continually stimulated students and taught them with excellence as assessed by formal review.
- Is recognized by his or her peers as being an outstanding clinician who has made documented significant contributions to professional practice in his or her hospital, agency or professional organization, in the FOM and UBC.
- Has provided leadership in national or international professional organizations.
- Has complied with any additional criteria identified in writing by the department/school .
- Has demonstrated distinguished service and/or related leadership in committee, administrative or policy-making decisions in his or her hospital, agency, professional organization, or university.
- Provides more than 50 hours of academic contribution over a two-year period.

#### **Emeritus Appointments**

A clinical emeritus appointment is an honourable recognition of long service and contributions to the Faculty of Medicine. Where a clinical faculty member has reached his/her 65th birthday, and where the Clinical Faculty member has completed 15 continuous years of service, and where the Faculty member's service is strongly identified with the University of British Columbia and deemed worthy of continuing recognition, a recommendation for awarding the title of Clinical Professor or Clinical Associate Professor or Clinical Assistant Professor Emeritus may be made by the Dean to the Tributes Committee and ultimately to Senate on the recommendation of the Head/Director. Each case will be decided on its individual merit.

Initiation of this process may be made by the appropriate Division Head, teaching hospital Department Head or University Department Head/School Director and would require approval of the Departmental Committee on Clinical Appointments and Promotions. An Emeritus appointment is an honourable recognition of long service and contribution to the Faculty of Medicine but is not automatic.