

**Appointment and Promotion**

**Section 275, Professor of Clinical (\_\_\_) Appointments in the Health Sciences**

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**Responsible Department:** Academic Personnel

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**275-4 Definition/objectives/expectations for the Professor of Clinical (\_\_\_) series**

The Professor of Clinical (\_\_\_) series is designed for individuals whose primary interest, expertise, and commitment is in clinical service and teaching. Creative/scholarly activities are required for individuals in this series, but they differ from those required in the regular series in two ways: (1) the amount of time spent in creative work is less in view of the increased responsibilities for clinical service and teaching; and (2) the type of scholarly activity may be focused primarily on integrating/improving clinical care, conducting clinical research studies, and/or improving medical education. A minimum of 20% protected time (from clinical responsibilities) is advised for Professor of Clinical (\_\_\_) faculty for scholarly and creative activities.

**275-10 Accomplishments appropriate for appointment/promotion of Professor of Clinical (\_\_\_) faculty**

- a. Documentation of expectations for Professor of Clinical (\_\_\_) faculty

In the departmental letter that accompanies the dossier of a candidate for appointment or advancement in the Professor of Clinical (\_\_\_) series, expectations should be stated explicitly, including the responsibilities and amount of time the candidate has spent (and is expected to spend) in the areas of clinical care, teaching, and creative/scholarly work. These expectations should reflect both the Academic Personnel Manual and the agreed-upon expectations at the time of hire. If the unit, division, or department does not have the resources to support a minimum of 20% protected time for Professor of Clinical (\_\_\_) faculty to engage in creative activities, then appointment into another series is advised.

For faculty in the Professor of Clinical (\_\_\_) series, the division of effort and time between teaching, creative/scholarly work, and patient care may vary considerably between candidates and between departments and divisions. For example, some may act primarily as clinician-educators and demonstrate innovation and/or creative accomplishments in education, training techniques, and teaching methods that are disseminated in appropriate venues (i.e., scholarship of education; see paragraph b(3)(a), below). Other appointees to the Professor of Clinical (\_\_\_) series may have a primary interest working as a clinician-investigator.

- b. Criteria for appointment and advancement

Section APM-275 describes the process/procedures for appointment and promotion of Professor of Clinical (\_\_\_) faculty. The criteria for advancement are described in APM 210-2. In accordance with these criteria, Professor of Clinical (\_\_\_) faculty are evaluated for appointment and advancement on the basis of teaching activities, professional (clinical) competence, creative activities, and University and public service.

- 1) Teaching. Faculty in the Professor of Clinical (\_\_\_) series must demonstrate excellence in teaching. Instruction for the Clinical (\_\_\_) faculty may include lectures, small group settings, and tutorials (one-on-one instruction); and settings for instruction may be classrooms, wards, or clinics. Teaching efforts should be documented based on a teaching activity record (site, time spent, attendees, type of work). Teaching effectiveness can be documented by teaching awards; positive evaluations from students, house

officers, and peers; invitations to present lectures; and extramural letters. For promotion, teaching excellence must be documented.

- 2) Professional (clinical) competence. A clinician in this series must demonstrate clinical competence and be recognized for accomplishment in a focused area of clinical practice. This should be documented by evaluations from peers; by evaluations from trainee; and by reputation for clinical excellence locally for Assistant Professors, regionally (Northern California) for Associate Professors, and nationally for Full Professors, as measured by patient referrals, extramural letters, and invitations to speak on clinical topics.
- 3) Creative activities. Faculty in this series must demonstrate scholarship and creativity and are judged on the basis of the quality and innovation of their work. For all creative activities, accomplishments must be documented by peer-reviewed publication and/or by dissemination in the medical community and their use at other institutions. Individual contributions to and leadership in collaborative scholarly activities must be documented. Because the amount of time Professor of Clinical (\_\_\_) faculty have available for creative activities may differ substantially among divisions and departments, the amount of protected time should be documented and scholarly productivity weighed proportionately. However, clinical service and teaching cannot substitute for the lack of creative activity, making it imperative that faculty in this series have protected time for their scholarly work.

Persons in the Clinical (\_\_\_) series may participate in a variety of creative activities. For promotion to Associate Professor level, the faculty member should document local or regional recognition while promotion to Full Professor level requires national recognition in these activities. Creative activities commonly include the following four categories, which are considered of equal value.

- a) Contributions to innovations in professional education/training. Examples include the development, dissemination, and use by other institutions of innovative educational tools/methods and of new or revised courses/curricula.
- b) Contributions to the improvement or integration of new information into clinical practice. Examples include case reports, clinical review articles, book chapters, development of procedures and techniques, collaborative clinical research programs/studies, applications of new technologies to the clinical setting, and analysis of previously collected data in meta-analyses. Electronic publications are appropriate if they are rigorously peer reviewed. Participation in multi-center clinical trials is an appropriate creative activity for Professor of Clinical (\_\_\_) faculty if they have demonstrated a contribution to the study by participating in protocol design, data analysis, or preparation of the manuscript/report to the degree that it justifies authorship.
- c) Contributions to the study of community health education, health policy, and health care delivery. Examples include publication of information regarding the development of new health care delivery systems and the published evaluation of the effectiveness of health care delivery systems in improving the health of their constituents.
- d) Contributions to discovery-type research. Professor of Clinical (\_\_\_) faculty may show evidence of creative activity through either independent research or collaboration with other research faculty. For example, they may provide unique insights from the clinical perspective in the design of clinical trials or clinical applications of technology from the research laboratory that justify authorship or publication.

- 4) University and public service. Expectations are for Professor of Clinical (\_\_\_) faculty to provide University and public service similar to faculty with other Academic Senate titles. Work for or with national societies should be recognized and provides evidence of national reputation.