



Criteria for New Appointments to the Rank of Clinical Instructor

Please ensure the following criteria listed below have been met before submitting the application for review.

- Letter of Recommendation from Site Head/Director with a proposed rank
- Application Cover Letter
- Updated Curriculum Vitae with Teaching Dossier embedded
 - *Please refer to the new version of CV template*

CLINICAL INSTRUCTOR:

This rank shall not normally be held for more than 5 years:

1. Has demonstrated an interest in and a promising beginning to teaching.
2. Has demonstrated competence in clinical practice and a willingness to relate his/her practice to teaching.
3. The initial appointment should be considered a probationary appointment with a reassessment by the Departmental Committee on Clinical Appointments and Promotions in two years. Subsequent reappointments will be for 3 years.

Criteria for Reappointments at the Rank of Clinical Instructor

It is an expectation that Clinical Faculty will update their Curriculum Vitae yearly. At the time of reappointment, please ensure that your CV, including the embedded teaching dossier, is updated for the Committee's review.

CLINICAL INSTRUCTOR:

This rank shall not normally be held for more than 5 years:

1. Has actively participated in departmental teaching activities.
2. Has demonstrated competence in clinical practice and a willingness to relate his/her practice to teaching.



**Criteria for Appointment, Reappointment, and Promotion
Rank of Clinical Assistant Professor**

CLINICAL ASSISTANT PROFESSOR:

This rank is normally held for 3 to 5 years, but some individuals may remain at this rank on a continuous basis.

- 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 participated in Faculty Development; has made an effort to learn about teaching techniques.
- Is a member of appropriate local and provincial organizations.
- Is in good standing with relevant licensing bodies.
- Participates in hospital, agency or University administrative and/or service activities.
- Commitment to provide (for new appointments/promotions) or has provided at least 50 hours of academic contribution which may include teaching, research and/or academic administration over a two-year period.
 - Examples:
 - Teaching undergraduates, postgraduates, research fellows, postdoctoral trainees, and etc.
 - Research funding and peer-reviewed publications

New Appointment and Promotion to the Rank of Clinical Assistant Professor

Please ensure the following criteria listed below have been met before submitting the application for review.

- Letter of Recommendation from Site Head/Director with the proposed rank
- Application Cover Letter
- Updated Curriculum Vitae with Teaching Dossier embedded, including an appendix containing teaching evaluations from students and at least one peer.
 - *Please refer to the new version of CV template*
 - *For new appointments, teaching evaluations are normally required*

Reappointment

It is an expectation that Clinical Faculty will update their Curriculum Vitae yearly. At the time of reappointment, please ensure that your CV, including the embedded teaching dossier, is updated for the Committee's review.



**Criteria for Appointment, Reappointment, and Promotion
Rank of Clinical Associate Professor**

CLINICAL ASSOCIATE PROFESSOR:

This rank is normally held for 5 to 10 years, but individuals may remain at this rank on a continuous basis.

- Has shown him/herself to be one of the better teachers in the Department and/or hospital by formal assessment.
- Has obtained the reputation of being a highly competent clinician.
- Has developed expertise within his/her own field which may include an area of special professional skill.
- Has participated in Faculty Development.
- Has taken an active, prominent role in provincial and national professional organizations.
- Is in good standing with relevant licensing bodies.
- Has contributed significantly to the administration and/or service activities of his/her hospital, agency or the University.
- Has been called upon to speak at professional society meetings, in continuing professional educational programs and at other institutions.
- Commitment to provide (for new appointments/promotions) or has provided at least 50 hours of academic contribution which may include teaching, research and/or academic administration over a two-year period.
 - Examples:
 - Teaching undergraduates, postgraduates, research fellows, postdoctoral trainees, and etc.
 - Research funding and peer-reviewed publications

New Appointment and Promotion to the Rank of Clinical Associate Professor

Please ensure the following criteria listed below have been met before submitting the application for review.

- Letter of Recommendation from Site Head/Director with the proposed rank
- Application Cover Letter
- Updated Curriculum Vitae with Teaching Dossier embedded, including an appendix containing teaching evaluations from students and at least one peer.
 - *Please refer to the new version of CV template*

Reappointment

It is an expectation that Clinical Faculty will update their Curriculum Vitae yearly. At the time of reappointment, please ensure that your CV, including the embedded teaching dossier, is updated for the Committee's review.



**Criteria for Appointment, Reappointment, and Promotion
Rank of Clinical Professor**

CLINICAL PROFESSOR:

- Has shown himself/herself to be 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/her peers as being an outstanding clinician who has made documented significant contributions to professional practice in his/her hospital or agency and the University.
- Has provided leadership in national or international professional organizations.
- Is in good standing with relevant licensing bodies.
- Has demonstrated distinguished service and/or related leadership in committee, administrative or policy making decisions in his/her hospital, agency, university or professional organization.
- Commitment to provide (for new appointments/promotions) or has provided at least 50 hours of academic contribution which may include teaching, research and/or academic administration over a two-year period.
 - Examples:
 - Teaching undergraduates, postgraduates, research fellows, postdoctoral trainees, and etc.
 - Research funding and peer-reviewed publications

New Appointment and Promotion to the Rank of Clinical Professor

Please ensure the following criteria listed below have been met before submitting the application for review.

- Letter of Recommendation from Site Head/Director with the proposed rank
- Application Cover Letter
- Updated Curriculum Vitae with Teaching Dossier embedded, including an appendix containing teaching evaluations from students and at least one peer.
 - *Please refer to the new version of CV template*

Reappointment

This rank is held 10 years at a time and will be reviewed by the Committee at the time of reappointment.

It is an expectation that Clinical Faculty will update their Curriculum Vitae yearly. At the time of reappointment, please ensure that your CV, including the embedded teaching dossier, is updated for the Committee's review.