

**Criteria for Appointment, Promotion and Assessment of Clinical, Adjunct and Adjunct/Research Faculty (Approved September 2009)**

1. For applicants for promotion to Clinical, Adjunct or Adjunct/Research **Professor** the minimum expectations should include:

in the area of education – contribution in B.3.1. a) through e);

in the area of research – contribution in B.3.2 a) and b);

in the area of service – contributions either inside or outside the University of Calgary

Please refer to the full Criteria document for additional information in each category.

<http://cumming.ucalgary.ca/files/med/criteria-car-september-2009-current.pdf>

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| Name: | | |
| **Year and location obtained MD/MDDS Year: School:** | | |
| **Specialty Appointment (if any):** | | |
| **Promotion to Rank of:** Clinical Professor | | |
|  | **Education - accomplishments** | |
| **B.3.1 a)** | **a) Scholarship in Education** | |
| **B.3.1 a) i)** | i) Publications in Education |  |
| **B.3.1 a) ii)** | ii) Presentations in Education |  |
| **B.3.1 a) iii)** | iii) Service to Educational Organizations |  |
| **B.3.1 a) iv)** | iv) Recipient of Educational Awards and Prizes (internal and external). |  |
| **B.3.1 b)** | **b) Quantity and Quality of Teaching Contributions** | |
| B.3.1 b) i | i) Particularly valued will be leaders in small group instruction, clinical skills teaching and assessment, remedial instruction, research preceptorship, faculty development workshops, supervision of graduate students, postdoctoral associates and clinical fellows, and membership on supervisory committees. |  |
| B.3.1 b) ii) | ii) Participation in teaching development programs, and/or seeking expert help in the improvement of teaching, will be viewed as an indication of commitment to teaching. |  |
| B.3.1 b) iii) | iii) Participation in the assessment of students, for example in candidacy or thesis defence examinations |  |
| **B.3.1 c)** | **c) Leadership in Delivery of Educational programs** | |
| B.3.1c i) | Direction of Education Components |  |
| B.3.1 c) ii) | Evaluation of Education |  |
| B 3.1 c) iii) | Administration of Education |  |
| B3.1 c) iv) | Roles within provincial, national/international organizations |  |
| **B.3.1 d)** | **d) Development of Educational Materials and Programs** | |
| B.3.1 d) i | Development of Curricular Units |  |
| B.3.1 d) ii) | Development of Educational Materials |  |
| B.3.1 d) iii) | Development of Personnel |  |
| B.3.1 e) | Mentoring and Advising |  |

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| **B 3.2** | **Research/Scholarship/Creative Activity - Accomplishments** | |
| **B.3.2 a)** | **First order Criteria** | |
| B.3.2 a) i) | Peer-Reviewed Publications |  |
| B.3.2 a) ii) | Acquisition of Refereed Grants |  |
| B.3.2 a) iii) | Invited Presentations at Symposia, National and International Meetings |  |
| B.3.2 a) iv) | Leadership Role in Fostering Research |  |
| **B.3.2 b)** | **Second Order Criteria** |  |
| B.3.2 b) i) | Commercialization of Technology:  Acquisition of patents, licenses with respect to intellectual property, commercialization of technology grants, development of business plans. Emphasis is given to recognition of activities from which the university/faculty will benefit as opposed to individual outside professional activity |  |
| B.3.2 b) ii) | Publication of Non-Peer Reviewed Publications |  |
| B.3.2 b) iii) | Local, National and International Communications: |  |
| B.3.2 b) iv) | Acquisition of Non-Refereed Grants and Contracts |  |
| B.3.2 b) iii) | Participation in Networks and Consortia |  |
| B.3.2 b) iii) | Creative Professional Activity: |  |

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| **B.3.3** | **Service – contribution inside or outside the University** | |
| B.3.3 a) i | **Administration**  In assessing administrative contributions within the department, faculty, university, and affiliated institutions, special consideration will be given to the quality and extent of the Participation as well as the provision of leadership**.**  The following are some examples of relevant contributions in this area of administration. *Universit*y*-wide committees, University Senate; Faculty of Medicine committees such as the Admissions Committee, Committee on Research, Graduate Clinical Education Committee, Curriculum Committee, Animal Care Committee, Planning and Priorities Committee; Calgary Regional Health Authority committees and important departmental committees; Faculty and/or Regional Department Head; Faculty or Regional Division Head/Chief; Director of a core facility; Conjoint Scientific Review Committee; Conjoint Health Research Ethics Board*. |  |
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| B 3.3 a) ii) | In assessing administrative contributions outside of the department, faculty, university and affiliated institutions, similar special consideration will be attached to the quality of the participation as well as the provision of leadership**. The following are examples** of relevant contributions in this area of administration.   1. **Grant panels and grant reviews.** 2. **Editorships and reviewing articles for journals.** 3. **Provincial, national and international organizations:** 4. **Service to government agencies.** 5. **Community service, especially when it supports teaching and research.** |  |
| **B 3.3b)** | **Clinical Activities**  For those faculty with clinical appointments, a high level of performance is expected in each of the following areas. | |
| **B 3.3b) i)** | i) Clinical practice. Special consideration will be given to the quality of patient care, resource utilization, and the nurturing and role modelling for trainees in medical and para-medical programs. |  |
| **B 3.3b) ii)** | ii) Maintenance of competence through demonstrated participation in continuing medical education activities. |  |
| **B 3.3b) iii)** | iii) Innovative activities in clinical and support service areas that directly contribute to education and health care research. |  |
| **B 3.3b) iv)** | Contributions to institutional total quality assurance programs. |  |