



UBC DEPARTMENT OF ANESTHESIOLOGY, PHARMACOLOGY & THERAPEUTICS

PROMOTION GUIDELINES FOR CLINICAL PROFESSORS

1. Promotions should be regarded as recognition of sustained activity by one's peers within and outside the University community in achievement, excellence and distinguished contribution and, not simply, as recognition of expected performance or seniority.

It is not expected that all faculty will necessarily progress through the University rank. Depending on the circumstances and extent of contribution, it may well be that the final rank for a given member of the faculty is that of Clinical Assistant Professor or Clinical Associate Professor. **Normally only a small number of faculty will reach the final rank of Clinical Professor.** In such cases, promotion will follow in sequence from Assistant to Associate to full Clinical Professor.

2. When a review for promotion is pending, it is the **responsibility of the candidate** to provide the following information to the Department Head:
 - a. A summary letter and letter of recommendation from either the site Department Head of the candidate or a designate of the site Head.
 - b. Up-to-date and dated Curriculum Vitae preferably in UBC format which should include publications record (with an indication of the candidate's contribution to the publication) and a Teaching Dossier.
 - c. Copies of publication, as available or other written work should be available for peer assessment. It is to form part of the case for promotion
 - d. A list of at least three potential referees, of which at least two will be chosen by the Department Head-for the final list of three referees. At least one referee should be external to UBC and there should be only a maximum of one recommended referee from one's own hospital. *The candidate should not communicate with potential referees about the matter in question, for doing so raises questions about their impartiality.* Referee letters will be solicited by the Department Head.
3. Candidates for promotion to Clinical Professor of Anesthesiology will be evaluated in accordance with their contributions in the areas of clinical, education, service and research. Promotion to clinical professor would normally require that a candidate has achieved national or international reputation in their areas of excellence. A positive case will be made if it is shown that an individual is a leader in the field or possesses outstanding stature and expertise in a field, and that their demeanor and performance is of the highest standard.

Clinical:

A Clinical Professor is recognized by his/her peers as being an outstanding clinician who has made documented significant contributions to professional practice in his/her hospital, agency or professional organization, in the FoM and UBC.

Education:

It is expected that all clinical faculty will be actively involved in the training of medical students and residents from anesthesiology and other specialties. Evidence of superior teaching contribution will come from involvement in development of curricula, didactic teaching to students or residents; or participation as a speaker or organizer in a continuing medical education program. Evidence of education contribution can be shown through acquisition of Master Teacher Awards, or outstanding reviews by students or residents for the candidate's teaching, either clinical or didactic. It will be expected that an outstanding teacher will teach beyond the usual teaching with clinical care in which all clinical faculty are expected to participate.

Service:

Service to the University and the Community is valued and include service performed for the benefit of department, faculty, continuing studies or other parts of the University and for professional organizations, healthcare organizations and the community at large. Service in the Department of Anesthesiology, Pharmacology & Therapeutics in the Faculty of Medicine encompasses both administrative and clinical activities.

Research:

Research may include quality assurance activity. Evidence of peer-reviewed publications and acquisitions of referee grants is the highest indication of success in research. Invited presentations at national or international media, symposia, or other universities are also considered first order evidence of research strength. Other criteria for establishing evidence of success include the development of curricula, the development of educational materials, or the development of training materials for patients. Research activity, as a primary investigator, or in collaborative studies, will contribute to, but is not necessary for promotion

Once the package has been received by the department head and completeness is assured, the package will be submitted to the Department Appointment, Reappointment and Promotions Committee (DARPT) for evaluation by the Clinical Faculty sub-committee members. A successful promotion occurs when 2/3 or greater of eligible committee members attending the promotions meeting vote in favour of the candidate. The UBC Department Head or DARPT co-Chair (Clinical Faculty) acts as Chair, but does not have a vote.

Approved at Clinical Prof Committee 14 December 2011
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