

DEPARTMENT OF PSYCHIATRY AND BEHAVIORAL SCIENCES

CLINICAL FACULTY  
APPOINTMENT AND PROMOTION CRITERIA

**Clinical Instructor**

Clinical Instructor will be the usual initial appointment. A minimum expectation of involvement (e.g., 50 hours per year) is necessary for appointment as a Clinical Instructor. Promotion beyond Clinical Instructor will depend on meeting the criteria for Clinical Assistant Professor.

**Clinical Assistant Professor**

Appointment or promotion to the rank of Clinical Assistant Professor will require sustained and substantial involvement in the mission of the Department and the School, which exceed the expectations for clinical Instructor. An example of substantial involvement would be a contribution of more than 150 hours annually or equivalent effort.

In general, Board Certification in the relevant discipline (or an equivalent recognition) will be required for appointment or promotion to the rank of Clinical Assistant Professor or above. In rare circumstances, because of unusual qualifications or experiences, the requirement for Board Certification or equivalent may be waived.

**Clinical Associate Professor**

The rank of Clinical Associate Professor is reserved for those who have made high quality contributions of a substantial nature (e.g., more than 150 hours annually or equivalent effort) to the mission of the Department and the School over a prolonged period of time. Scholarly contributions to the literature will be considered, but are not required at this rank.

**Clinical Professor**

Appointment or promotion to this rank is based on national or international recognition as a leader in the discipline as evidenced by accomplishments in teaching, scholarly publications, or service in national or international professional societies. Distinguished and substantial (e.g., more than 150 hours per year) professional activity in teaching, patient care, service to the community and/or region over an extended period of time, and dedication to the programs of the Department and the School will be considered in exceptional cases.