

**DEPARTMENT OF PEDIATRICS  
CLINICAL FACULTY APPOINTMENTS AND PROMOTIONS**

**Revised 6/10/08**

**NEW APPOINTMENTS & PROMOTIONS**

Pediatric Chairman's actions on new appointments will commence following receipt of a completed application, credentials as evidence of required training and letters of recommendation. Appointments and promotions will be forwarded to the Dean of the School of Medicine following recommendation of the Chairman of the Department and the favorable action of the Department's Appointments and Promotions Committee for Clinical Faculty. The Dean will forward the recommendations to the Board of Regents of the University. New appointments will depend upon existing need in the Department for the services of prospective appointees.

**FACULTY RANK**

The Clinical Faculty will be given faculty rank according to their qualifications and service to the Department. General guidelines for the usual qualifications to be required for various ranks are specified below. These requirements must be somewhat flexible to provide for individuals with unusual qualifications.

**1. Clinical Professor**

- a) National recognition for accomplishments in the field of Pediatrics or its related disciplines evidenced by:
  - 1. Election of appointment as an officer or member of the Board of a national or international society.
  - 2. Election or appointment to a position of unique responsibility for child health in the community, or
  - 3. Original scientific publications in leading national journals.
- b) Fulfillment of the requirements for the rank of Clinical Associate Professor.
- c) Minimum of five years of continuous service as a Clinical Associate Professor (or equivalent experience).
- d) Outstanding service and dedication to the programs of the Department.
- e) In lieu of National or Regional Accomplishments, faculty who have more than 15 years of continuous service as an educator of medical students, residents or fellows for the Department of Pediatrics will be considered as having met this requirement.

**2. Clinical Associate Professor**

- a) Fulfillment of all requirements for the rank of Clinical Assistant Professor.
- b) Demonstration of outstanding ability as a teacher, clinician or investigator.

- c) Minimum of five years of active service as Clinical Assistant Professor (or equivalent experience).
- d) Continued interest and active participation in Departmental functions.

**3. Clinical Assistant Professor**

- a) Diplomat of appropriate Board (or equivalent).
- b) Continued interest and active participation in Departmental functions.
- c) Evidence of participation in medical programs by regular attendance at local, regional or national meetings, or through published contributions to medical literature.

**4. Clinical Instructor**

This rank may be granted to selected physicians who have completed acceptable training but have not yet passed specialty Board examinations, evidence interest in the Department of Pediatrics and its functions and willingness and ability to participate in these activities. Reappointment to this rank or promotion to Assistant Professor will be contingent upon evidence of continued interest in the Department of Pediatrics and its functions, willingness and ability to contribute to these activities and certification by the appropriate Board.

**5. Clinical Associate**

This rank must be granted to selected non-physicians who are well-trained in related fields (e.g., psychology, nutrition, speech, etc.) and who function as ancillary personnel in the clinical teaching programs of the Department.

**6. Consultant in Pediatrics**

The title of Consultant may be conferred upon individuals who, because of special talents and training, support Departmental functions.

**7. Emeritus**

Emeritus status will be considered for a clinical faculty member who has retired from clinical activities and whose scholarly teaching or service record has been highly meritorious. Emeritus appointments will be reserved for those clinical faculty who have made sustained and substantial contributions to the mission of the Department and School. Requires at least ten years of prior service, UW retirement age of 62, and achievement of the rank of Clinical Professor or Clinical Associate Professor.

### **UNUSUAL CIRCUMSTANCES**

In certain circumstances, because of unusual qualifications or experience or in view of experience and continued service to the Department, the requirement of Board certification (or length of service) may be waived.

### **REQUIREMENTS FOR CONTINUATION IN PRESENT RANK**

Should an individual's participation be considered inadequate to justify reappointment, he will be notified of this fact and will be informed that unless his activity increases during the ensuing year, his faculty appointment may be terminated.

### **LEAVE OF ABSENCE**

Members of the Clinical Faculty may, for any good reason, at their request, be granted "leave of absence" from the duties of their appointment. In normal circumstances, leave of absence should not extend beyond two years, except in the case of illness or for some other acceptable reason. Formal requests should be submitted in writing to the Chairman of the Department. Whenever a member of the Clinical Faculty is on approved "leave of absence," he will retain the same rights and privileges as those who hold active appointments.

### **RESIGNATIONS**

Any member of the Clinical Faculty may resign his appointment at any time. Letters of resignation should be submitted to the Chair of the Department.