

APPENDIX A: RANK CRITERIA

REQUIREMENTS FOR MAINTAINING CLINICAL FACULTY APPOINTMENT				
MANDATORY FOR ALL RANKS	<ol style="list-style-type: none"> 1. Maintenance of good standing with the respective provincial/territorial governing body of their health profession, professional organization or employer. 2. Demonstration of the highest professional standards, upholding the Professional Standards for Learners and Faculty Members in the Faculties of Medicine and Dentistry at the University of British Columbiaⁱ and the UBC Respectful Environment Statement.ⁱⁱ 3. Commitment to supporting the Faculty of Medicine's Strategic Planⁱⁱⁱ, including advancing respectful environments, equity, diversity, inclusion, anti-racism, and anti-discrimination in academic, professional or community contexts, and the Faculty of Medicine's response^{iv} to the Truth and Reconciliation Commission of Canada Calls to Action. 4. Overall academic contributions within each rank are typically expected to be 50 hours over a two-year period. 			
RANK CRITERIA FOR APPOINTMENT AND PROMOTION				
	CLINICAL INSTRUCTOR	CLINICAL ASSISTANT PROFESSOR	CLINICAL ASSOCIATE PROFESSOR	CLINICAL PROFESSOR
Appointment Length	Up to 5 years, renewable upon review; Streamlined: 1 year	Up to 5 years, renewable upon review	Up to 5 years, renewable upon review	Up to 7 years, renewable upon review
Overall Academic Activities	Demonstrates an interest in teaching and other academic contributions (service and scholarly activity).	Meet the mandatory criteria for Teaching/Educational Leadership (1). Academic head of unit may identify areas of focus and assign academic activities to meet the department/school/program/site/UBC's needs.	Meet the mandatory criteria for Teaching/Educational Leadership (1-2), PLUS the mandatory criteria for Service OR Scholarly Activity. Academic head of unit may identify areas of focus and assign academic contributions to meet the department/school/program/site/UBC's needs.	Meet all of the mandatory criteria for Teaching/Educational Leadership (1-4) OR for Service (1-3) (demonstrating depth of contribution in one specific area); OR , meet most of the criteria in at least two areas (demonstrating breadth of contribution beyond Clinical Associate Professor). Academic head of unit may identify areas of focus and assign academic contributions to meet the department/school/program/site/UBC's needs.
➤ Teaching/Educational Leadership		<ol style="list-style-type: none"> 1. Demonstrates, through objective evaluations of teaching, capability as a teacher. <ul style="list-style-type: none"> • <i>Supplementary:</i> Contributes to the mentorship of colleagues. 	<ol style="list-style-type: none"> 1. Demonstrates, through objective evaluations of teaching, strong and effective capability as a teacher; AND 2. Demonstrates commitment to continuous improvement in one's own teaching through the use of learner feedback, participating in professional development, educational opportunities, etc. <ul style="list-style-type: none"> • <i>Supplementary:</i> Contributes to the mentorship of colleagues; Contributes content to Continuing Professional Development and Faculty Development programs; • <i>Supplementary:</i> Leadership and significant contributions to curriculum, learning initiatives, teaching committees, or health education scholarship. 	<ol style="list-style-type: none"> 1. Demonstrates outstanding skills as an enthusiastic, effective teacher who creates a stimulating and supportive learning environment, demonstrated through objective teaching evaluations; 2. Provides instruction, mentorship and inspiration to colleagues; 3. Contributes to curriculum, programs, and/or professional development that is recognized by their peers; 4. Formal educational leadership responsibilities, leadership and significant contributions to curriculum, learning initiatives, teaching committees, or health education scholarship; <ul style="list-style-type: none"> • <i>Supplementary:</i> Leads/organizes Continuing Professional Development/Faculty Development programs.
➤ Service		<ul style="list-style-type: none"> • <i>Supplementary:</i> Contributes to work advancing equity, diversity and inclusion in academic, professional, or community contexts; Participates in administrative and/or service activities of their hospital, agency, professional organization, the FoM and/or UBC; Shares expertise at professional society meetings, in continuing professional educational programs or at other institutions. 	<ol style="list-style-type: none"> 1. Actively participates in roles and responsibilities with health authority, or with a provincial, territorial and/or national health related organization (e.g. participating on a specialty or advisory committee, or examination board; or as a member of an examination committee); AND 2. Contributes significantly to the administration and/or service activities of their hospital, agency, professional organization, the FoM and/or UBC. <ul style="list-style-type: none"> • <i>Supplementary:</i> Engages in activities or work related to advancing equity, diversity and inclusion in academic, professional, or community contexts. 	<ol style="list-style-type: none"> 1. Models inclusive practices in all areas of professional engagement (including in academic, clinical, and community environments), and makes contributions to advancing EDI, anti-racism and anti-discrimination; 2. Demonstrates exceptional impact in leadership for FoM/UBC, health authority, or for provincial or territorial, national or international professional organization; 3. Demonstrates exceptional impact in service to their hospital, agency, professional organization, the FoM, UBC, or community including leadership in committee, administrative or policy-making decisions.
➤ Scholarly Activity			<ol style="list-style-type: none"> 1. Participates in research as a primary investigator, co-investigator, collaborator, including non-traditional forms of scholarship such as non-peer-reviewed publications, or in knowledge translation activities; OR 2. Engages in health systems innovation and/or quality improvement. 	<ol style="list-style-type: none"> 1. Participates in research as a primary investigator, co-investigator or in collaborative studies, including non-traditional forms of scholarship such as non-peer-reviewed publications, or in knowledge translation activities; 2. Generates evidence in support of health systems innovation and/or quality improvement, patient safety and/or health care advocacy and/or health outcomes and/or clinical practices.

ⁱ <https://med-fom-mednet.sites.olt.ubc.ca/files/2022/09/Professional-Standards-for-the-Faculties-of-Medicine-and-Dentistry.pdf>

ⁱⁱ <https://hr.ubc.ca/working-ubc/workplace-experience/respectful-environment>

ⁱⁱⁱ https://stratplan.med.ubc.ca/files/2021/09/UBC_Faculty_of_Medicine_Strategic_Plan_20212026_Final.pdf

^{iv} <https://med-fom-faculty.sites.olt.ubc.ca/files/2021/07/FoM-Response-to-the-TRC-21-07-05-Final.pdf>