

**PROMOTION POLICIES FOR EVALUATION OF CLINICAL FACULTY  
(PART-TIME PAID AND VOLUNTEER)  
UNIVERSITY OF MISSOURI-KANSAS CITY SCHOOL OF MEDICINE**

The clinical faculty provide a significant contribution to the education of medical students and residents. These faculty members should be rewarded for their efforts through a faculty promotion process. Since the faculty title is granted by the University, the criteria for promotion of clinical faculty must reflect the high standards of the University.

The faculty title used for clinical faculty should be preceded by the word "Clinical"; therefore, the titles will be Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor.

Clinical Instructor

To be eligible for the appointment to the rank of Clinical Instructor, the candidate must satisfy the following requirements:

1. The candidate has an educational background and/or experience in the field commensurate with the area of assigned duties.
2. There must be documentation of a defined teaching role with medical students and/or residents.
3. The candidate must be reviewed and recommended by the designated head of the appropriate department/division of the University of Missouri-Kansas City School of Medicine.

Clinical Assistant Professor

To be eligible for the promotion to the rank of Clinical Assistant Professor, the candidate must satisfy the following requirements:

1. The candidate must have completed the advanced professional degree or terminal degree commensurate with the area of assigned duties.
2. The physician candidate must be eligible for board certification in core specialty.
3. There must be documentation of a defined teaching role with medical students and/or residents.
4. The individual must be reviewed and recommended by the designated head of the appropriate department/division of the University of Missouri-Kansas City School of Medicine.

Clinical Associate Professor

To be eligible for the promotion to the rank of Clinical Associate Professor, the candidate must satisfy the following requirements:

1. The candidate must have completed the advanced professional degree or terminal degree in the field commensurate with area of assigned duties.
2. The physician candidate must be board certified in core specialty.
3. There must be documentation of a defined teaching role with medical students and/or residents.
4. Student and/or resident teaching evaluations of the candidate are average to above average.
5. The candidate must have completed a minimum of nine (9) years experience past the terminal degree.
6. The candidate must hold the rank of Clinical Assistant Professor or its equivalent for a minimum of three (3) years.
7. The candidate must have received recognition of achievement in the institution, community, state, and/or nation. This must include two (2) of the following:
  - a. Community and/or institutional recognition of excellent professional/clinical performance.
  - b. Significant involvement in the community, the state, and/or national committees/societies.
  - c. Significant scholarly activity such as publications, presentations, and/or participation in clinical activities.
8. The promotion is in the best interest of the institution, the School of Medicine, and the University of Missouri-Kansas City.
9. The individual must be reviewed and recommended by the designated head of the appropriate department/division of the University of Missouri-Kansas City School of Medicine.

### Clinical Professor

To be eligible for the promotion to the rank of Clinical Professor, the candidate must satisfy the following requirements:

1. The candidate must have completed the advanced professional degree or terminal degree in the field commensurate with area of assigned duties.
2. The candidate must be board certified in core specialty.
3. There must be documentation of a defined teaching role with medical students and/or residents.
4. Student and/or resident teaching evaluations are average to above average.
5. The candidate must have completed a minimum of twelve (12) years experience past the terminal degree.
6. The candidate must hold the rank of Clinical Associate Professor or its equivalent for a minimum of three (3) years.
7. The candidate must have received recognition of outstanding achievement in the institution, community, state, and/or nation. This must include two (2) of the following:
  - a. Community and/or institutional recognition of excellent professional/clinical performance.
  - b. Significant involvement in the community, the state, and/or national committees/societies.
  - c. Significant scholarly activity such as publications, presentations, and/or participation in clinical activities.
8. The promotion is in the best interest of the institution, the School of Medicine, and the University of Missouri-Kansas City.
9. The individual must be reviewed and recommended by the designated head of the appropriate department/division of the University of Missouri-Kansas City School of Medicine.