



Clinical Faculty Guidelines

Approved By: Department Clinical Faculty Appointments and Promotions Committee

Approval Date:

Contact: pt.educators@ubc.ca

Role of Clinical Faculty in the Department of Physical Therapy:

Clinical Faculty play an important role in the Department of Physical Therapy. Through their contributions to the educational and research programs of the Department, and their leadership within their respective organizations, they advance the profession of physiotherapy and serve as role models and mentors for physiotherapy students. The purpose of appointing Clinical Faculty is to recognize and reward these contributions to the University of British Columbia (UBC), and the Department of Physical Therapy.

Progression through the Clinical Faculty ranks recognizes progressive engagement with UBC and the Department. Advancement can be achieved by teaching, conducting research, and/or other service. While the Department does not set minimum terms of service for each rank, those recommended in the Faculty of Medicine (FoM) Clinical Faculty Handbook are generally observed. Based on these terms, 10-15 years of service are normally required to reach the rank of Clinical Professor; however, there may be qualified individuals who move through ranks more quickly, or who are initially appointed to an advanced rank.

Clinical Faculty Ranks & Department of Physical Therapy Requirements:

Potential and current Clinical Faculty can apply to any rank. At all ranks, it is imperative that Clinical Faculty members make a commitment to continue to serve the University; though, service does not have to be solely within the Department of Physical Therapy. Promotion to a higher rank is not automatic. Applicants must apply for promotion and show that they meet or exceed the criteria for the desired rank.

The following criteria are to be met in addition to those outlined in the UBC, Faculty of Medicine (FoM), [Policy on Clinical Faculty Appointments 2020](#). These criteria are subject to change at any time by a majority vote of the Department of Physical Therapy Clinical Faculty Appointment and Promotion Committee.

* Criteria marked with a star may be used toward meeting the FoM requirement of approximately 50 hours of academic contribution over a two-year period. This requirement may be satisfied through various methods.

Clinical Instructor Criteria:

Clinical Instructor is initially a probationary rank, though individuals may seek reappointment at this rank for as many years as desired. Candidates must demonstrate involvement with the university – not simply the desire to become involved. In addition to the criteria in the FoM [Policy on Clinical Faculty Appointments](#) (Section II.B.1), the Department of Physical Therapy criteria for Clinical Instructor appointment includes:

- Licensure with a Canadian provincial College of Physical Therapists
- One year of post-graduate clinical experience
- Evidence of education, teaching and/or research service (e.g. student clinical teaching, lectures for the Department of Physical Therapy or UBC courses, research, supervision of students on placements, shadow placements, site visits)
- Taking clinical and/or continuing education courses (within the previous two years)

Reappointment applications must demonstrate continued commitment to the service of UBC throughout the term of appointment.

Clinical Assistant Professor Criteria:

In addition to the bullet point criteria listed for the Clinical Instructor rank (above) and the FoM criteria outlined in Section II.B.2 of the [Policy on Clinical Faculty Appointments](#), the Curriculum Vitae of candidates for the Clinical Assistant Professor rank should reflect significant and sustained contributions to the University/Profession, and must show that **at least two** of the following criteria are met:

- Supervision of students on placement*
- Teaching *
- Takes continuing education courses related to advanced clinical and/or teaching techniques
- Participates in research
- Supervises student projects and/or research initiatives
- Fulfills leadership roles that support education or research (e.g. at a clinic that takes students on placement) *
- Contributes to innovation in education
- Significant and sustained contributions to the service of the Department/University

Clinical Associate Professor Criteria:

At the Clinical Associate Professor rank, candidates must meet three of the criteria outlined in the Clinical Assistant Professor section (above), in addition to the FoM criteria outlined in Section II.B.3 of the [Policy on Clinical Faculty Appointments](#). Candidates must also show a sustained progression of significant contribution. As a researcher, a Clinical Associate Professor could be a co-author.

Clinical Professor Criteria:

The FoM and Department of Physical Therapy uses this rank to recognize candidates who meet the very highest criteria. In addition to the FoM criteria for Clinical Professor outlined in Section II.B.4 of the [Policy on Clinical Faculty Appointments](#), the following criteria are required:

- Contribute to practice literature, journals, or clinical guidelines, etc.
- Continued improvement (or greater depth) shown in the three criteria met in order to become a Clinical Associate Professor.

With respect to the FoM criterium outlined in the [Policy on Clinical Faculty Appointments](#), the term ‘documented’ (e.g. “documented significant contributions to professional practice”), shall be defined by the DCFAP Committee as published in a peer reviewed journal.

