



<b>Title:</b>	<b>CLINICAL COMPETENCE IN DECISIONS ABOUT APPOINTMENT, PROMOTION AND TENURE</b>
<b>Approved:</b>	May 16, 2000
<b>Approved By:</b>	Faculty Executive
<b>Audience:</b>	Clinical Departments in the Faculty of Medicine
<b>Purpose:</b>	To provide minimal criteria concerning clinical competence for the appointment, tenure and/or promotion of clinical faculty members.
<b>Contact:</b>	Dean's Office Faculty Affairs

### Clinical Competence

When individuals are considered for appointment, tenure, and/or promotion, judgments are made based principally on performance in both the teaching and scholarly activities. In the Clinical Departments, performance in teaching will embody the concept of the individual as an appropriate role model for students. Accordingly, when a physician or surgeon in a clinical department is brought forward to be considered in the full-time category for appointment, tenure and/or promotion, the following minimal criteria concerning clinical competence must be satisfied if the individual is in the active practice of medicine.

1. The individual must agree, if requested, to provide a certificate of professional conduct from the College of Physicians and Surgeons of BC.
2. The individual must be appointed to the active staff of a UBC affiliated teaching hospital, or other institution affiliated with the University of British Columbia, to practice medicine. The individual must not be under probation or suspension as a result of concerns about their medical care or other behaviours at any institution during the time in which appointment, tenure, or promotion is to be recommended to the Faculty of Medicine of the University of British Columbia.
3. The Head of the appropriate Department of the Faculty of Medicine must provide the Dean of the Faculty of Medicine with assurance, to the best of their knowledge, that the clinical care of the individual meets the standards of practice for the community.
4. There must be evidence of participation in continuing medical education activities as a student and/or teacher.

The recommendations from Department Heads must address each of the above criteria. Where there are significant concerns, letters will be required from the Registrar of the College of Physicians and Surgeons of British Columbia and the appropriate Vice-President of Medicine at the institution where the individual practises attesting to whether or not the individual meets the above criteria.