

Appointment Considerations for Clinical Track Faculty

Decision tree and diagram

Clinical track faculty overview

Clinical Faculty direct their effort to clinical responsibilities, including but not limited to patient care, administration, bedside and clinical teaching, and clinical scholarship.

Clinical faculty members, generally, do not have sufficient protected time to meet the robust scholarship requirements of the tenure-track. For this reason, the nature of scholarship in the clinical faculty differs from that in the tenure-track and may be focused on a mixture of academic pursuits including the scholarship of practice, integration, education, as well as new knowledge discovery.

There are three pathways on the clinical track: clinician scholar, clinician education, and clinical excellence. Faculty members on the clinical faculty are not eligible for tenure.

Please refer to separate flow diagram to determine tenure track versus clinical scholar pathway appointments

How to navigate the decision tree

- Starting with page 4, navigate through the decision tree using the links under each question or statement
 - Link text will indicate the next step on the branch of the decision tree
 - Some pages will have only one link. Some will have two.
- Each link will take you to another page within the document
- The new page will provide further guidance on decision making
- Each path ends with a description of the clinical pathway best suited to the responses given

Scholarship: Is the candidate pursuing (or does the candidate aspire to pursue) excellence in scholarship?

This is typically demonstrated by authorship on peer-reviewed publications and participation in basic, translational, educational, or health services research, or clinical trials as PI or Co-I.

Yes, the candidate is pursuing excellence in scholarship

No, excellence in scholarship is not a key focus

Publications: Does the candidate currently (or does the candidate aspire to) meet department specific APT requirements for peer-reviewed publications?

Yes, the candidate meets department requirements for peer-review publications

No, the candidate does not meet department requirements for peer-reviewed publications

Research funding: is the candidate currently (or aspires to be) Co-Investigator or Principal Investigator?

Research Funding: Candidates must demonstrate excellence in scholarship by obtaining funding from internal sources, foundation, industry, NIH, or other comparable agencies. Is the candidate currently (or does the candidate aspire to be) Co-Investigator or Principal Investigator from such funding sources?

Yes, the candidate has or is seeking funding as a Co-Investigator or Principal Investigator

No, the candidate does not have and is not seeking funding but does focus on education

No, the candidate does not have and is not seeking funding but does focus on exemplary clinical care or patient management

Clinical Excellence Pathway

The clinical excellence pathway exists for faculty members who focus on exemplary clinical care or unique areas of emphasis in patient management. These faculty members may build signature clinical programs and/or serve as preferred providers developing a regional or national reputation for clinical service expertise.

Faculty members on this pathway typically devote 80% or more of their effort to patient care or administrative service. Departments should define any deviations for the clinical excellence pathway in their Appointment, Promotion, or Tenure document.

Important Considerations

- Clinical Excellence faculty are expected to support the overall mission of the department with a focus on clinical care and patient outcomes.
- Promotion on this pathway is determined by impact of efforts dedicated to improving clinical care.
- Regional reputation is required for promotion to Associate Professor; national reputation is required for promotion to Professor
- Assistant Professors/early Associate Professors need dedicated mentoring to support their clinical programming efforts and position them to be successful on this pathway.
- A strong mentoring team is highly recommended

Clinical Educator Pathway

The clinician educator pathway may reflect excellence as an educator as measured by teaching evaluations and innovative teaching practices and curricula or modules development, and publications. Alternatively, the clinician educator pathway may reflect an outstanding clinician who has a demonstrated record of educating colleagues and peers such as through invitations to serve as faculty on national continuing medical education programs or societal leadership

Important Considerations

- The candidate must demonstrate contributions to scholarship, a portion of which should be peer-reviewed journal publications either focused on the pedagogy of education or based on their clinical expertise.
- Grant funding is not required for promotion but is not discouraged.
- An excellence teaching track record is required.
- Protected time for research and scholarship on this pathway is department dependent.
- Assistant Professors/early Associate Professors need dedicated mentoring to support their scholarship and position them to be successful on this pathway.
- A strong mentoring team is highly recommended.

Clinician Scholar Pathway

The Clinician-Scholar pathway reflects excellence in translational science, clinical research and health services (example, health care policy and comparative effectiveness research) as measured by publications and grant funding, respectively.

Important Considerations

- Candidates need sufficient protected time to fulfill criteria for scholarship.
- However, they generally have less protected time for scholarship and other non-clinical activities than Tenure Track faculty.
- For candidates on the Clinician-Scholar Pathway, departments should provide at least 20% true protected time for scholarship and other non-clinical activities at minimum for the first 3 years.
- Assistant Professors/early Associate Professors need dedicated mentoring to support their successful research funding, scholarly work, and position them to be successful on this pathway.
- A strong mentoring plan and team is highly recommended.

Clinical Faculty direct their effort to clinical responsibilities, including but not limited to patient care, administration, bedside and clinical teaching, and clinical scholarship. Clinical faculty members generally do not have sufficient protected time to meet the robust scholarship requirements of the tenure-track. For this reason, the nature of scholarship in the clinical faculty differs from that in the tenure-track and may be focused on a mixture of academic pursuits including the scholarship of practice, integration, education, as well as new knowledge discovery. There are three pathways on the clinical track: clinician scholar, clinician education, and clinical excellence. Faculty members on the clinical faculty are **not** eligible for tenure.

Appointment Considerations for Clinical Track Faculty

Scholarship: *Is the candidate pursuing (or does the candidate aspire to pursue) excellence in scholarship?* This is typically demonstrated by authorship on peer-reviewed publications and participation in basic, translational, educational, or health services research, or clinical trials as PI or Co-I.

No

Yes

Publications: *Does the candidate currently (or does the candidate aspire to) meet department specific APT requirements for peer-reviewed publications?*

No

Yes

Research Funding: Candidates must demonstrate excellence in scholarship by obtaining funding from internal sources, foundation, industry, NIH, or other comparable agencies. *Is the candidate currently (or does the candidate aspire to be) Co-Investigator or Principal Investigator from such funding sources?*

No

Yes

Clinician Scholar Pathway

The Clinician-Scholar pathway reflects excellence in translational science, clinical research and health services (e.g., health care policy and comparative effectiveness research) as measured by publications and grant funding, respectively.

Important Considerations

- Candidates need sufficient protected time to fulfill criteria for scholarship.
- However, they generally have less protected time for scholarship and other non-clinical activities than Tenure Track faculty.
- For candidates on the Clinician-Scholar Pathway, departments should provide $\geq 20\%$ **true** protected time for scholarship and other non-clinical activities at minimum for the first 3 years.
- Assistant Professors/early Associate Professors need dedicated mentoring to support their successful research funding, scholarly work, and position them to be successful on this pathway.
- A strong mentoring plan and team is highly recommended.

Clinical Excellence Pathway

The clinical excellence pathway exists for faculty members who focus on exemplary clinical care or unique areas of emphasis in patient management. These faculty members may build signature clinical programs and/or serve as preferred providers developing a regional or national reputation for clinical service expertise.

Faculty members on this pathway typically devote 80% or more of their effort to patient care or administrative service. Departments should define any deviations for the clinical excellence pathway in their Appointment, Promotion, or Tenure document.

Important Considerations

- Clinical Excellence faculty are expected to support the overall mission of the department with a focus on clinical care and patient outcomes.
- Promotion on this pathway is determined by impact of efforts dedicated to improving clinical care.
- Regional reputation is required for promotion to Associate Professor; national reputation is required for promotion to Professor
- Assistant Professors/early Associate Professors need dedicated mentoring to support their clinical programming efforts and position them to be successful on this pathway.
- A strong mentoring team is highly recommended.

Clinician Educator Pathway

The clinician educator pathway may reflect excellence as an educator as measured by teaching evaluations and innovative teaching practices and curricula or modules development, and publications. Alternatively, the clinician educator pathway may reflect an outstanding clinician who has a demonstrated record of educating colleagues and peers such as through invitations to serve as faculty on national continuing medical education programs or societal leadership.

Important Considerations

- The candidate must demonstrate contributions to scholarship, a portion of which should be peer-reviewed journal publications either focused on the pedagogy of education or based on their clinical expertise.
- Grant funding is **not required** for promotion but is not discouraged.
- An excellence teaching track record is required.
- Protected time for research and scholarship on this pathway is department dependent.
- Assistant Professors/early Associate Professors need dedicated mentoring to support their scholarship and position them to be successful on this pathway.
- A strong mentoring team is highly recommended.

*Please refer to separate flow diagram to determine tenure track vs clinical scholar pathway appointments