

Appointment Considerations for Faculty with Clinical Responsibilities

Decision tree and diagram

Purpose

This guide is intended to aid departments in appointment decisions for faculty candidates with clinical responsibilities whose career focus is scholarship. Typically, such candidates are appointed to either the Tenure Track or the Clinical Faculty, Clinician Scholar Pathway. Excellence in teaching and outstanding service is required for appointments and promotion on both these tracks, but requirements for scholarship are distinct. For faculty candidates whose career focus is education or clinical care, the Clinical Faculty, Clinician Educator or Clinical Excellence Pathways should be considered.

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 end of the branch will be marked with a link back to slide 4

Tenure Track Faculty

- **Tenure Track** faculty members' primary career focus is on discovery and dissemination of new knowledge.
- Excellence is demonstrated by national and international recognition of scholarship and successful competition for extramural research funding from NIH or comparable sources.
- Tenure track faculty must fulfill requirements for promotion and tenure within a defined probationary period.
- Please refer to department specific appointment, promotion, tenure (APT) criteria.
- [Continue tenure track faculty decision tree](#)

Scholarship – is the discovery and dissemination of new knowledge a primary career focus?

- **Scholarship:** Is the candidate achieving (or does the candidate aspire to achieve) sustained excellence in the discovery and dissemination of new knowledge as a primary career focus?
 - This is typically demonstrated by generating a substantial body of peer-reviewed publications **and** obtaining NIH or comparable funding as PI or MPI.
- Yes – the discovery and dissemination of new knowledge is a primary career focus
- No – scholarship is not a primary career focus

Research funding – is the candidate a Principal Investigator?

- **Research Funding:** Candidates must demonstrate excellence in scholarship by successful competition for extramural funding from NIH or comparable sources
- Is the candidate currently (or does the candidate aspire to be) **Principal Investigator or Multiple Principal Investigator** of extramural funding from NIH or comparable sources that is appropriate to the candidate's line of research?
- Yes – candidate is a principal investigator
- No – the candidate is not a principal investigator

Publications – peer-reviewed publication requirements for tenure track

- **Publications:** Does the candidate currently (or does the candidate aspire to) meet department specific APT requirements for peer-reviewed publications on the tenure track?
- Yes – the candidate meets APT requirements for peer-reviewed publications
- No – the candidate does not meet the APT requirements

Important considerations for Tenure Track

- Candidates for appointment and promotion on the **Tenure Track** need sufficient protected time to fulfill criteria for scholarship.
- There is an expectation that candidates will be assigned a workload that provides sufficient time to meet the expectations and requirements for the tenure track.
- For candidates with clinical responsibilities, departments should provide at least 40% **true** protected time for scholarship and other non-clinical activities at minimum for the first 4 years.
- Assistant Professors/early Associate Professors need dedicated mentoring to support their successful research funding, scholarly work, and position them to achieve promotion and tenure. A strong mentoring plan and team is highly recommended.
- [End of path return to start](#)

Clinical Track Faculty

- **Clinical Faculty** direct their effort to clinical responsibilities, including but not limited to patient care, administrative responsibilities, bedside and clinical teaching, and clinical scholarship.
- Clinical Faculty generally do not have sufficient protected time to meet the scholarship requirements of the Tenure Track within a defined probationary period.
- Clinical Faculty may distinguish themselves in patient care, teaching/education, or scholarship.
- Please refer to department specific appointment, promotion, tenure (APT) criteria.
- [Continue clinical track faculty decision tree](#)

Scholarship: Is the candidate primarily pursuing excellence in scholarship?

- **Scholarship:** Is the candidate primarily 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, or health services research, or clinical trials as PI or Co-I.
- Yes – the candidate is primarily pursuing excellence in scholarship
- No – excellence in scholarship is not a primary focus

Clinician Scholar Pathway

- [Continue Clinician Scholar pathway](#)

Research funding: is the candidate a 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 – candidate is a Co-Investigator or Principal Investigator
- No – candidate is not a Co-Investigator or Principal Investigator

Publications: peer-reviewed publication requirements for clinician scholar pathway

- **Publications:** Does the candidate currently (or does the candidate aspire to) meet department specific APT requirements for peer-reviewed publications on the Clinician Scholar Pathway?
- Yes – the candidate meetings the peer-reviewed publication requirements for clinician scholar pathway
- No – candidate does not meet the requirements for the pathway

Important considerations for Clinical Faculty Clinician Scholar Pathway

- Candidates for appointment and promotion on the **Clinical Faculty, Clinician Scholar Pathway** 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.
- [End of path return to start](#)

Clinician Educator or Clinical Excellence Pathways

- End of path return to start

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Tenure Track faculty members' primary career focus is on discovery and dissemination of new knowledge.

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- Tenure track faculty must fulfill requirements for promotion and tenure within a defined probationary period.
- Please refer to department specific appointment, promotion, tenure (APT) criteria.

Scholarship: Is the candidate achieving (or does the candidate aspire to achieve) sustained excellence in the discovery and dissemination of new knowledge as a primary career focus? This is typically demonstrated by generating a substantial body of peer-reviewed publications **and** obtaining NIH or comparable funding as PI or MPI.

Yes

No

Research Funding: Candidates must demonstrate excellence in scholarship by successful competition for extramural funding from NIH or comparable sources.

Is the candidate currently (or does the candidate aspire to be) **Principal Investigator or Multiple Principal Investigator** of extramural funding from NIH or comparable sources that is appropriate to the candidate's line of research?

Yes

No

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

Yes

No

Important Considerations:

- Candidates for appointment and promotion on the **Tenure Track** need sufficient protected time to fulfill criteria for scholarship.
- There is an expectation that candidates will be assigned a workload that provides sufficient time to meet the expectations and requirements for the tenure track.
- For candidates with clinical responsibilities, departments should provide $\geq 40\%$ **true** protected time for scholarship and other non-clinical activities at minimum for the first 4 years.
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Scholarship: Is the candidate primarily 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, or health services research, or clinical trials as PI or Co-I.

Yes

No

Clinician Scholar Pathway

Clinician Educator or Clinical Excellence Pathways

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

No

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

Yes

No

Important Considerations:

- Candidates for appointment and promotion on the **Clinical Faculty, Clinician Scholar Pathway** need sufficient protected time to fulfill criteria for scholarship.
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