

College of Medicine
Statement of College Norms, Expectations and Standards of Excellence

Clinical Track

This track is used in the clinical departments primarily for faculty who are involved in patient care and teaching and have little or no involvement in research. Faculty in this track are voluntary or salaried 50% or less for University related activities. They are on fixed term appointments and not in the tenure track.

Appointment or promotion of faculty in the Clinical Track depends primarily on teaching and patient care and on stature in the practice of medicine. Since individuals in this track usually have major professional commitments outside the University, comprehensive contributions to the College are not expected. Instead, demonstrated excellence in teaching or service will generally meet promotional requirements.

Clinical Assistant and Clinical Associate: Individuals at this rank should participate in the teaching of medical students in the College.

Clinical Instructor: Faculty at this rank should participate in the educational programs of the College, in particular, in lecture, tutorial, or clerkship activities.

Clinical Assistant Professor: Normally, faculty at this rank will have participated actively for at least two years in the educational programs of the College or will have had comparable educational experience in another institution.

Clinical Associate Professor: Faculty at this rank should have demonstrated sustained commitment to the educational program of the College by accepting ongoing teaching assignments. It is expected that expertise and excellence will be demonstrated in the performance of such responsibilities.

Clinical Professor: Faculty at this rank should have demonstrated involvement in the mission of their department and the College. This rank may be used to recognize sustained teaching excellence or contributions in the practice of medicine which bring stature to the College. Faculty should have received peer recognition at the regional level for their achievements.

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Adjunct Track

Adjunct as a prefix to a rank normally denotes a faculty member whose major time commitment is not at the University and/or who has credentials in a field other than the primary discipline of the appointing department. Such a faculty member is generally salaried 50% or less for University-related activities or participates on a non-salaried basis. Faculty in the Adjunct Track are on annual appointments and not in the tenure track. Progression in rank in the Adjunct Track tends to parallel the level of professional development achieved by the faculty member in his or her own field. The minimum requirement of a doctoral degree at the instructor level may be met by a relevant non-doctoral degree. In appointing or promoting a faculty member in the Adjunct Track, it is essential to identify academic activities and achievements within the College of Medicine.

The following academic ranks are recognized:

Instructor: Faculty at this rank should have an earned doctoral degree. Clinicians should have completed three years of residency training.

Assistant Professor: Faculty at this rank should meet the criteria for Instructor and should ordinarily have completed a residency/fellowship training program or at least two years of postdoctoral experience. Clinicians should normally be board certified.

Associate Professor: Faculty at this rank should ordinarily have completed at least five years as an Assistant Professor or equivalent at the time the review for promotion is initiated, although early promotion may be considered.

This rank signifies a high level of professional accomplishment and a significant commitment by the faculty member to the University's programs. There is no automatic promotion to the associate professor level based solely on years in rank. Documentation of excellence is required.

Professor: Faculty at this rank should ordinarily have completed at least five years as an Associate Professor or equivalent at the time the review for promotion is initiated, although early promotion may be considered. This rank signifies an extremely high level of professional accomplishment and is not awarded solely based upon years in rank. Documentation of excellence is required.

The rank of "departmental affiliate" may be awarded to individuals in other academic units of the University when their participation in the programs of the College of Medicine warrants it. This appointment does not carry tenure and is made annually with the concurrence of the College, the primary department, and the individual. Notice of non-reappointment is not required.

The rank of "lecturer" is normally used to denote an individual who has responsibilities at the College of Medicine and simultaneously holds a faculty appointment at another medical school. Use of this rank evolved from agreement by Chicago area deans that primary faculty appointments for individuals should be limited to one medical school. This appointment does not carry tenure. Notice of non-reappointment is not required.