

PSOM: Clinical Track Guidelines

Appointments to the Clinical track can be used for those individuals who provide professional services (*which may include patient-related activities; leadership roles in the department, hospital or health system; clinical research/trial participation etc.*) and participate in education related activities. The professional careers of the Clinical Faculty are primarily independent of their University affiliations but may be in University-owned clinical practices. Persons may serve in the Clinical Faculty without limit of time through successive reappointments. The University does not assure continuity of appointments for any person in the Clinical Faculty. Academic ranks in the Clinical Faculty are Clinical Professor, Clinical Associate Professor, and Clinical Assistant Professor. These titles are to be written in full whenever used on documents, in listings of University personnel and in correspondence.

Appointment and Promotion guidelines: *Reappointment will occur every 5 years with the possibility of promotion after 5 years at each successive rank.*

	Assistant	Associate	Professor
Professional Services	<ul style="list-style-type: none"> Clinical excellence in practice 	Demonstrated examples may include: <ul style="list-style-type: none"> Clinical excellence in practice Local/regional reputation for clinical skills Participation in locally/regionally distinctive programs Leadership role in department, hospital, or health system Participation in clinical trials or clinical research 	Demonstrated examples may include: <ul style="list-style-type: none"> Clinical excellence in practice Recognition by peers as expert clinician Regional/National reputation for clinical skills Leading clinical trials or clinical research Major leadership role in clinical department, hospital or health system Leadership roles in regional/national societies
High quality engagement in education related activities Minimum of 50 credit hours per year	<ul style="list-style-type: none"> Anticipated plan for participation in education related activities 	Demonstrated examples may include: <ul style="list-style-type: none"> Teaching in courses, professional development programs, CME, seminars, tutorials, grand rounds to trainees and peers Providing clinical supervision to trainees Supervision of trainee clinical research Development of educational products Involvement in local mentoring programs, particularly outreach programs 	<ul style="list-style-type: none"> Ongoing engagement as for the Associate level
Demonstrated excellence in teaching (requires data)	<ul style="list-style-type: none"> Prior teaching experience preferred (data not required for initial appointment) 	Evaluation: Excellent evaluations showing evidence of impact on students, trainees, or mentees. Although there is no minimum standard score, low scores must be commented on and context for these offered <ul style="list-style-type: none"> Appointment at this rank requires letter of teaching assessment from current institution with inclusion of data when available. For promotion, evaluative data is expected. In some circumstances data may not be available. EO will address 	Evaluation: Excellent evaluations showing evidence of impact on students, trainees, or mentees. Although there is no minimum standard score, low scores must be commented on and context for these offered <ul style="list-style-type: none"> Appointment at this rank requires letter of teaching assessment from current institution with inclusion of data when available. For promotion, evaluative data is required
Professionalism	<ul style="list-style-type: none"> Ongoing professional behavior 	<ul style="list-style-type: none"> Ongoing professional behavior 	<ul style="list-style-type: none"> Ongoing professional behavior

Required Documents for Review

Reappointment

- Summary Report including:
 - Chair statement addressing the candidate's ongoing professional services and educational contributions.
 - EO review of education related activities and any evaluation data confirming minimum of 50 credits of high-quality teaching contributions has been met and that there are no founded concerns.

Promotion

- Chair Recommendation addressing how the candidate's professional services and/or education related activities enhance the reputation of the School and University.
- EO Report incorporating description of high-quality engagement in educational activities and review of evaluation data and other impact metrics. Overall excellence in educational impact must be evident. When data is not available, an explanation of what was used to evaluate the quality of the candidate's educational activities should be provided.
- 2 recommendation letters from people familiar with the candidate's professional services and/or education related activities, specifically addressing *how the candidate enhances the reputation of the School and University*.
- FEDS formatted CV