

Track Specifics Sheet

Unmodified Tracks

Tenure Track	Clinical Scholar Track	Stowers Affiliate Track
<p>Tenure Track appointments are full-time with an initial probationary period of seven years. Criteria for promotion includes significant achievements in teaching, research/scholarship, and service. The award of tenure is based on potential for sustained contributions, performing beyond expected duties, and demonstrating leadership and innovation in activities that enhance the reputation of the University.</p>	<p>The Clinical Scholar Track is for full-time faculty members who are heavily involved in clinical service, education, and related scholarship. This Track has two career pathways: Clinician-Educator which focuses on Teaching and Clinician-Investigator which focuses on Research/Scholarship.</p>	<p>The Stowers Affiliate Track is available to individuals employed by Stowers Research Institute. These are non-paid positions that require a significant commitment of the individual to the research and/or educational mission of the University.</p>
<p style="text-align: center;">Ranks Available</p>	<p style="text-align: center;">Ranks Available</p>	<p style="text-align: center;">Ranks Available</p>
<p>Instructor Assistant Professor Associate Professor Professor</p>	<p>Instructor Assistant Professor Associate Professor Professor</p>	<p>Instructor Assistant Professor Associate Professor Professor</p>
<p style="text-align: center;">FTE Criteria</p>	<p style="text-align: center;">FTE Criteria</p>	<p style="text-align: center;">FTE Criteria</p>
<p>1.0 FTE (full-time) only</p>	<p>1.0 FTE (full-time) .50 to .99 FTE (full-time requirements) .10 to .49 FTE (part-time requirements)</p>	<p>0 FTE Volunteer only</p>
<p style="text-align: center;">Title Modification</p>	<p style="text-align: center;">Title Modification</p>	<p style="text-align: center;">Title Modification</p>
<p>NONE - all titles unmodified</p>	<p>NONE - all titles unmodified</p>	<p>NONE - all titles unmodified</p>
<p style="text-align: center;">Terms Available</p>	<p style="text-align: center;">Terms Available</p>	<p style="text-align: center;">Terms Available</p>
<p>Full-Time Only</p>	<p>Full-Time and Part-time</p>	<p>Volunteer Only</p>
<p style="text-align: center;">Appointment Terms</p>	<p style="text-align: center;">Appointment Terms & Employment Agreements</p>	<p style="text-align: center;">Appointment Terms</p>
<p>Tenured: A tenured appointment will be renewed annually unless the faculty member is dismissed through proper actions and procedures. Faculty who have been awarded tenure may be terminated only for adequate cause, except in the case of program or unit discontinuance or under extraordinary circumstances because of financial exigency. For failure to meet the acceptable level of performance for three successive years (documented in annual assessment), a dismissal procedure may be preferred against the faculty member. Not Tenured: A tenure track appointment without tenure, will be renewed annually unless timely notice is given.</p>	<p><u>Employment Agreement Types</u> Term (1-2-3 years): Allowed for a maximum of four years, then must transfer to a rolling contract. 3-year Rolling: Each year agreement is automatically rolled into another 3-year agreement. <u>Non-Reappointment Policy</u> Term: Employment is not renewed at end of (1-2-3) year agreement. 3-year Rolling: Faculty must be notified of non-reappointment by June 30. Employment will then terminate at the end of the remaining two years.</p>	<p>Probationary: appointments are probationary for six years at assistant level. At start of sixth year, faculty member must apply for promotion via the annual promotion process. Permanent: after promotion to associate professor, appointments are renewed annually.</p>
<p style="text-align: center;">Additional Info</p>	<p style="text-align: center;">Additional Info</p>	<p style="text-align: center;">Additional Info</p>
<p>Tenure Track faculty, hired without tenure, have a seven year probationary period with strict deadlines. To calculate mandatory deadlines, use the calendar year of the start date, add two and three years to determine the academic year for the midcycle review; add five years to start year for the mandatory review. <i>For example, faculty members starting in 2020 are required to have a midcycle review in the 2022-23 academic year and a 2025 mandatory review date.</i></p> <p>Faculty members hired as assistant professors without tenure are the only ones <u>required</u> to apply for promotion and tenure at the same time. New faculty hires at the associate professor and professor ranks may also apply for tenure only and use the same timeline as assistant professors stated above.</p>	<p>The two pathways, Clinician Educator and the Clinician Investigator, are explained in the offer letter.</p>	<p>These appointments are for faculty who work closely with the University, but are paid by Stowers Research Institute. There are a variety of rules that go along with these appointments, see the <i>Manual for Volunteer Faculty</i> for more information.</p>

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Modified Tracks

Clinical Track	Educator Track	Research Track
The Clinical Track emphasizes professional service in clinical settings. Clinical Track appointments are available for full, part-time and volunteer appointments.	The Educator Track is intended for faculty members whose primary contributions are in teaching and/or administration. At least 70% of effort must be in teaching and also meet requirements in Service and/or Research/Scholarship.	The Research Track emphasizes the conduct of research in all relevant areas including basic sciences, clinical investigations, health policy, health care outcomes, or history and philosophy of medicine.
May carry unmodified title for .50 to 1.0 FTE, at chair's discretion.	May carry unmodified title for .50 to 1.0 FTE, at chair's discretion.	Research Track appointments carry modified titles only.
Ranks Available	Ranks Available	Ranks Available
(Clinical) Instructor (Clinical) Assistant Professor (Clinical) Associate Professor (Clinical) Professor	(Education) Instructor (Education) Assistant Professor (Education) Associate Professor (Education) Professor	Research Instructor Research Assistant Professor Research Associate Professor Research Professor
FTE Criteria	FTE Criteria	FTE Criteria
1.0 FTE (full-time) .50 to .99 FTE (full-time requirements) .01 to .49 FTE (part-time requirements) 0 FTE (volunteer)	1.0 FTE (full-time) .50 to .99 FTE (full-time requirements) .01 to .49 FTE (part-time requirements) 0 FTE (volunteer)	1.0 FTE (full-time) .50 to .99 FTE (full-time requirements) .01 to .49 FTE (part-time requirements) 0 FTE (volunteer)
Title Modification	Title Modification	Title Modification
Modified: All term, limited term, part-time and volunteer. Unmodified: Only at Chair's Discretion for .50 to 1.0 FTE appointments. May also be modified with Courtesy (0% FTE), Adjunct (0-49% FTE) or Visiting (0-100% FTE)	Modified: All term, limited term, part-time and volunteer. Unmodified: Only at Chair's Discretion for .50 to 1.0 FTE appointments. May also be modified with Courtesy (0% FTE), Adjunct (0-49% FTE) or Visiting (0-100% FTE)	ALL titles are modified. Modified titles only - all ranks, terms and FTEs. May also be modified with Courtesy (0% FTE), Adjunct (0-49% FTE) or Visiting (0-100% FTE)
Terms Available	Terms Available	Terms Available
Full-Time, Part-time, and Volunteer Term (365 days) Limited Term (less than 365 days)	Full-Time, Part-time, and Volunteer Term (365 days) Limited Term (less than 365 days)	Full-Time, Part-time, and Volunteer Term (365 days) Limited Term (less than 365 days)
Appointment Terms & Employment Agreements	Appointment Terms & Employment Agreements	Appointment Terms
Annual renewal appointment or 1-2-3 year term employment agreement.	Annual renewal appointment or 1-2-3 year term employment agreement.	Annual Renewal ONLY
Non-Reappointment	Non-Reappointment	Non-Reappointment
Annual Renewal: Under 2 years service, notify by June 30. More than 2 years service, notify by March 31. Term: All employment agreements are term and may be allowed to run out without prior notification.	Annual Renewal: Under 2 years service, notify by June 30. More than 2 years service, notify by March 31. Term: All employment agreements are term and may be allowed to run out without prior notification.	Annual Renewal - Under 2 years service, notify by June 30. More than 2 years service, notify by March 31.
Additional Info	Additional Info	Additional Info

last update 10/16/2020

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Clarifications - Definitions - Examples

Domains	Part-Time	Full-Time	Term Employment Agreement	TERM Appointment	LIMITED TERM Apt.
<p>Three areas of activities in which faculty are expected to participate:</p> <p>Teaching - lecturing, small groups, PBL groups (problem based learning), and clinic instruction.</p> <p>Service (clinical/professional/academic) - seeing patients, committee and society involvement, and community outreach.</p> <p>Research/Scholarship - grants, papers, books, lectures or poster presentations on research findings.</p>	<p>For faculty between .01 and .49 FTE.</p> <p>While anything under 1.0 FTE is considered "part-time" for HR purposes, the legal and University conditions of a faculty appointment change only when FTE is between .01 FTE and .49 FTE.</p>	<p>For faculty between .50 and 1.0 FTE.</p> <p>While anything under 1.0 FTE is considered "part-time" for HR purposes, the legal and University conditions of a faculty appointment change only when FTE is between .01 FTE and .49 FTE.</p>	<p>Appointment ending at the end of a one, two or three year time frame. Must be renewed at end of a specified term (duration) or appointment is terminated.</p> <p>This is not the same as a TERM appointment. See TERM Appointment for details.</p>	<p>A TERM APPOINTMENT is a <i>temporary</i> appointment for one full year (365 days). Use when faculty member is expected to be in the position for one year then expected to leave the institution after that year. (Ex: Chief Residents)</p> <p>This is not the same as a term employment agreement. See Term Employment Agreement for details.</p>	<p>A LIMITED TERM Appointment is a temporary appointment that is expected to last for a period under one year (less than 365 days). If the appointment is extended, all new paperwork must be submitted.</p>
<p>NOTES: The measure of these domains is used to determine readiness for promotion. Faculty are not promoted by time served, but by achievements within their careers.</p>	<p>NOTES: requirements for APT and annual assessments are different for .01 to .49 FTE hires than they are for .50 to 1.0 FTE - check that the offer letter is the "part-time" template for hires .49 or under.</p>	<p>NOTES: requirements for APT and annual assessments are different for .50 to 1.0 FTE hires than they are for under .49 FTE - check that the offer letter is the "full-time" template for hires with FTE above .50.</p>	<p>NOTES: Available on the clinical scholar track, clinical track and educator track only.</p>	<p>NOTES: TERM APPOINTMENT = Temporary position Term Employment Agreement = Permanent and renewable position (or expected to last longer than one year)</p>	<p>NOTES: Used in a variety of circumstances. One example is when a faculty member is expected to leave at a date other than June 30 of any given year. They should be placed on the limited term.</p>
Unmodified Titles	Modified Titles	Teaching Associate	Pathways	Veteran's Administration	Volunteer Appointments
<p>Unmodified titles are reserved for those faculty who go above and beyond for the University.</p> <p>Faculty who are expected to have expertise in two of the three domains, with some productivity in the third domain (teaching, service, research/scholarship).</p>	<p>Modified titles are for those faculty who have expectations of expertise in only one out of the three domains, with some productivity in a second domain (teaching, service, research/scholarship). Faculty hired for primarily clinical, education or research roles, are expected to have modified titles.</p>	<p>A title given to persons not holding a terminal degree (MD, PhD, MBBS), but has teaching responsibilities within the department.</p> <p>This is a limited faculty appointment (not a renewal type basis) - teaching associates are not counted in faculty counts, nor do they carry voting privileges.</p>	<p>The Clinical Scholar track offers sub-specialty pathways to clarify the faculty members focus within the department.</p> <p>*The Clinician Educator Path is focused on teaching.</p> <p>*The Clinician Investigator Path is focused on research and scholarship.</p>	<p>Faculty providing service to both the University and through the Veteran's Administrations (VA).</p>	<p>Faculty providing service to the University, but are paid through other institutions.</p>
<p>NOTES: Tenure, Clinical Scholar, and Affiliate Tracks are all examples of tracks with unmodified titles.</p>	<p>NOTES: Some faculty are allowed unmodified titles on the Clinical and Educator Tracks, if they are full-time (.51 - 1.0 FTE) and is approved by the Chair. All Research Track faculty are required to hold a modified title.</p>	<p>NOTES: Request for an Instructor without a terminal degree is an example. To grant appointment, we need a letter from the chair to explain how this person will benefit the department and why they should have the Instructor title.</p>	<p>NOTES: The path is NOT designated at the time of hire. It must, however, be declared at time of promotion application.</p>	<p>Please notify FAD if you are interested in a faculty appointment of a VA member. This process is evaluated on a case-by-case basis by the SoM Dean's Office.</p>	<p>NOTES: A very large variety of faculty. Review the CV to determine if they have (or had) a faculty appointment and verify that the title matches the one requested. Usually same rank should be granted once reviewed.</p>