

TEMPLE UNIVERSITY SCHOOL OF MEDICINE

FACULTY TRACKS

FACULTY ADVANCEMENT

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Senior Associate Dean for Faculty Affairs

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**Chairperson, TUSM Appointments
and Promotions Committee**

[TUSM website](http://www.temple.edu/medicine/faculty/index.html)

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TUSM Office of Faculty Affairs

Essential Functions

- Process new faculty appointments and reappointments. Maintain faculty files.
- Coordinate all tenure and promotional activities with Departmental and School administration.
- Assist candidates in obtaining necessary materials for appt, promotion, tenure, etc.
- Represent the Dean's Office on search committees for chairpersons, section chiefs, etc.
- Mentor/advise faculty in decision making regarding any aspect of faculty appointments/advancement.
- Act as liaison for the Medical School with the Office of the Provost and the Office of the President.
- Advise the faculty member in all faculty matters.

FACULTY TRACKS: TENURE

TENURE TRACK:

Seven year "clock", review begins in fall of year 6 (or before)

Independent review by Dept Committee, Chairperson, School Tenure Committee, Dean, Council of Deans, Provost, President, Board of Trustees.

Expectation:

Outstanding performance in research

- Extramural funding – (≥ 1) NIH R01
- Publications in top-ranked journals
- Significant impact of work on the field

Outstanding performance in teaching

- Student evaluations
- Peer evaluations
- Quality of teaching materials

Satisfactory performance in service

Review by TUSM, Provost, President, TU Board of Trustees

Tenure – some points

- “Early” review for tenure is possible or full 6 yrs
- Recommendations are independent at each level
- Candidate may see memos at each step
- Appeal of negative outcome is possible
- Issues as a non-TAUP school: review process differs (COD vs TU comm)

Handbook revision will follow contract renewal.
Changes in timing, clock interruption, process anticipated.

Promotion Without Tenure:

(Tenure track)

- Asst to Assoc Prof: need not be linked to tenure.
- Excellence in one area: TU="should excel in at least one of these bases and be satisfactory in others." (for TUSM this must be RESEARCH)
- Assoc Prof to Prof: TU="achieved professional recognition in the field." (TUSM: this requires continuous federal funding, high impact publications, national/int'l recognition, significant impact of research findings in field of study, presentations at prestigious meetings, service on study sections, etc.

FACULTY TRACKS: NON-TENURE

CLINICIAN EDUCATOR TRACK (CET)



CLINICIAN SCHOLAR OPTION

Title: Asst. Prof. of *Specialty*

Promotional requirement:

- Excellent in teaching
- Excellence in clinical practice
- Satisfactory in scholarship (research) – 2 peer-reviewed publications/yr or 2 for 1 “other”

CLINICIAN EDUCATOR OPTION

Title: Asst. Prof. of *Clinical Specialty*

Promotional requirement:

- Excellent in teaching
- Excellence in clinical practice
- No requirement for scholarship

(although scholarship encouraged)

Promotional review: Departmental Committee & Chair Appt and Promotion Com,
TUSM Dean

CET: What constitutes “excellence in teaching”?

- Teaching portfolio – formal student evaluations, examples of innovative teaching materials, scholarship of teaching, etc.
- Clinical teaching – comments from students, residents, fellows.
- Peer Reviews – solicit comments from colleagues present at conferences, etc. that you’ve presented.

CET: What constitutes “satisfactory scholarship”?

- Two peer-reviewed publications/yr in rank
and/or
- Two each of “other” may substitute for one peer-reviewed publication – “other” =
 - presentations at national meetings
 - posters
 - non-peer reviewed publications (including books, book chapters, etc.)
 - abstracts etc.

CET: What constitutes “excellence in clinical care”?

- High quality clinical outcomes
- An expanding referral base demonstrating regional and/or national recognition.

CET (either option): Other promotional considerations

Associate Professor

"This level is intended for individuals who are ready to assume leadership roles, who have held faculty positions usually for a total of at least five years, and who have demonstrated continuing excellent performance in patient care and education and satisfactory performance in scholarship and service."

"...Regional recognition as an expert in his/her clinical discipline. Where appropriate, should have developed a strong referral based practice."

Professor

"This level is intended for individuals who have achieved recognized excellent performance as clinician-scholars at the local, regional, national and/or international levels. They must have had a total of at least eight years of faculty experience. Peer recognition as an expert in his/her clinical discipline...Evidence of innovation or creativity in development of clinical and/or educational programs... National recognition as a clinician scholar in his/her field. "

FACULTY TRACKS: NON-TENURE (Research)

“Non tenure track” faculty

at TUSM- generally “research” faculty, grant funded, (or occasionally teaching or “other”).

“Research track faculty members’ work is expected to result in peer-reviewed publications. Funding for their research programs should be derived primarily from national granting agencies. Some degree of independent extramural grant support will be expected within three years of the initial appointment.”

Criteria for promotion are those stated in TU Faculty Handbook
excellence in one area (research)

[Guidelines for appt of non-tenure track faculty](#)