

Department of Medicine Clinician Educator, Non-tenure: Associate Professor level: Appointment and Promotion

	<b>Associate Professor</b>	<b>Clinical Assoc Prof</b>
Time in Rank	<ul style="list-style-type: none"> <li>At least 4 yrs, usually 6-7</li> </ul>	<ul style="list-style-type: none"> <li>At least 6 yrs</li> </ul>
General Expectations	<ul style="list-style-type: none"> <li>Excellence as a teacher</li> <li>Innovation, Reputation “beyond Institution”</li> </ul>	<ul style="list-style-type: none"> <li>Role model for peers</li> <li>Excellence as a teacher</li> <li>Excellence in Clinical Care</li> <li>Teaching exceeds routine contributions to USU educational programs</li> <li>Admin accomplishments (if part of usual job)</li> <li><u>Institutional</u> recognition as clinician and clinical teacher</li> </ul>
Teaching	<ul style="list-style-type: none"> <li>Level 1 and Level 2</li> </ul>	<ul style="list-style-type: none"> <li>Level 1</li> </ul>
Scholarship	<ul style="list-style-type: none"> <li>Scholarship of Teaching                             <ul style="list-style-type: none"> <li>Level 2 must be present</li> </ul> </li> <li>Scholarship of Application                             <ul style="list-style-type: none"> <li>Diligence/excellence in pt care</li> </ul> </li> <li>Professional Service                             <ul style="list-style-type: none"> <li>Institution/broader</li> </ul> </li> <li>Evidence of Citizenship                             <ul style="list-style-type: none"> <li>E.g., Committee work</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>No formal Scholarship expectations</li> <li>“Due to the limited time afforded these clinical faculty to work in traditional scholarly activities, their appointments will be judged based on their achievements and recognition in teaching, clinical practice and clinical administration.”</li> </ul>
Supporting documents for appointment or promotion to the rank	<ul style="list-style-type: none"> <li>CV</li> <li>Candidate statement</li> <li>Documentation of Teaching Roles</li> <li>List of work/products                             <ul style="list-style-type: none"> <li>Pubs, Materials</li> </ul> </li> <li>Letters of evaluation (3 minimum)                             <ul style="list-style-type: none"> <li>2 internal (DOM)</li> <li>1-2 External</li> </ul> </li> <li>Portfolios</li> </ul>	<ul style="list-style-type: none"> <li>Letter from USU Chair, explaining and supporting request</li> <li>Faculty member’s CV (should highlight excellence as teacher and clinician)</li> <li>Letter of support (1) from faculty member of senior academic rank in applicant’s specialty</li> <li>Endorsement by faculty member’s Commanding Officer</li> </ul>
Review process	<ul style="list-style-type: none"> <li>Committee on Appointments, Promotion, Tenure (CAPT) reviews and adjudicates information. CAPT actions require Board of Regents (BOR) approval.</li> </ul>	<ul style="list-style-type: none"> <li>Requires concurrence by CAPT Chair or subcommittee before forwarding to Dean SOM for endorsement/ BOR reviews Dean’s recommendation and provides advice to USU President for action</li> </ul>

## Department of Medicine Clinician Educator, Non-tenure: Professor level: Appointment and Promotion

	<b>Professor</b>	<b>Clinical Professor</b>
Time in Rank	<ul style="list-style-type: none"> <li>At least 3 yrs as Associate</li> </ul>	<ul style="list-style-type: none"> <li>At least 10 yrs as assistant and/or associate</li> </ul>
General Expectations	<ul style="list-style-type: none"> <li>Substantial contribution (papers, texts)</li> <li>Broad Reputation (nat'l/int'l)</li> <li>Peer recognition (editorial positions, visiting professorships)</li> <li>Excellence as a teacher</li> <li>Excellence in Clinical Care</li> </ul>	<ul style="list-style-type: none"> <li><u>Service-wide or National</u> recognition as clinician and clinical teacher</li> <li>Excellence as a teacher</li> <li>Excellence in Clinical Care</li> <li>Teaching EXCEEDS routine contributions to USU educational programs</li> <li>Admin accomplishments (if part of usual job)</li> </ul>
Teaching	<ul style="list-style-type: none"> <li>Level 3</li> </ul>	<ul style="list-style-type: none"> <li>Level 1 and Level 2 (as appropriate)</li> </ul>
Scholarship	<ul style="list-style-type: none"> <li>“Outstanding achievement” in Teaching (Level 3) and Application</li> <li>Dissemination of work</li> <li>Close review of writings and professional communication</li> <li>Evidence of community impact</li> </ul>	<ul style="list-style-type: none"> <li>No formal Scholarship expectations</li> <li>“Due to the limited time afforded these clinical faculty to work in traditional scholarly activities, their appointments will be judged based on their achievements and recognition in teaching, clinical practice and clinical administration.”</li> </ul>
Supporting documents for appointment or promotion to the rank	<ul style="list-style-type: none"> <li>CV</li> <li>Candidate statement</li> <li>Documentation of Teaching Roles</li> <li>List of work/products                             <ul style="list-style-type: none"> <li>Pubs, Materials</li> </ul> </li> <li>Letters of evaluation (5 minimum)                             <ul style="list-style-type: none"> <li>1-2 internal (DOM)</li> <li>4-5 External</li> </ul> </li> <li>Portfolios</li> </ul>	<ul style="list-style-type: none"> <li>Letter from USU Chair, explaining and supporting request</li> <li>Faculty member’s CV (should highlight excellence as teacher and clinician)</li> <li>Letter of support (1) from faculty member of senior academic rank in applicant’s specialty</li> <li>Endorsement by faculty member’s Commanding Officer</li> </ul>
Review process	<ul style="list-style-type: none"> <li>Committee on Appointments, Promotion, Tenure (CAPT) reviews and adjudicates information. CAPT actions require Board of Regents (BOR) approval.</li> </ul>	<ul style="list-style-type: none"> <li>Requires concurrence by CAPT Chair or subcommittee before forwarding to Dean SOM for endorsement/ BOR reviews Dean’s recommendation and provides advice to USU President for action</li> </ul>