

**SUNY HSCB COLLEGE OF MEDICINE**  
**FACULTY APPOINTMENT AND PROMOTION TRACKS**

Faculty appointments at SUNY HSCB's College of Medicine are made in conformance with the SUNY Policies of the Board of Trustees and guidelines established by the College of Medicine's Committee on Academic and Professional Qualifications (CAPQ). As is the case throughout academia, the traditional criteria for academic appointment and promotion are scholarship, teaching and professional service. Medical school faculty are, however, unique in that they have substantial responsibilities across a wide range of different areas, including the education of graduate and undergraduate students, research, clinical service and professional service.

- A. In order to fully recognize the expanded activities performed by HSCB's College of Medicine faculty, a five (5) track appointment and promotion system exists. Of these five (5), two (2) tracks are tenure eligible and three (3) tracks are non-tenure eligible. (For details concerning the **criteria** used to evaluate faculty for promotion and tenure, refer to the College of Medicine's Committee on Academic and Professional Qualifications [CAPQ] Guidelines, Policies and Processes available through the Office of Academic Administration and/or to the By-Laws of the College of Medicine Faculty and Professional Staff for the procedures concerning appeals to decisions of the CAPQ.)
- B. The following is a brief description of each track:

- I. **Academic Track**- The academic track will remain as the major full-time tenure eligible track in the College of Medicine, with expectations that faculty in this track are expected to make **substantial** contributions in teaching, in clinical activities when appropriate, and **significant** research and/or scholarly activities. Faculty in both basic science and clinical departments will continue to be eligible for this track.

**Promotions** in the academic track will be based upon clear and reasonable expectations; the **campus titles** in this track will continue to be the same as the official SUNY titles: *Assistant Professor, Associate Professor and Professor*.

II. **Academic/ Clinical Track**- This track is also tenure-eligible and is to be used for those faculty in clinical departments whose assignments and contributions to the University include substantial responsibility for **clinical** practice and programs, with major teaching responsibilities and clinical research or scholarly activities associated with their work. This track has parity with the more classic academic track in all areas of recognition. This track is appropriate for the clinician/scholar whose activities, academic and scholarly, are carried out largely in a clinical setting.

**Promotions** in this track will be based on clear and reasonable expectations. The **campus titles** will be *Assistant Professor of Clinical X, Associate Professor of Clinical X* and *Professor of Clinical X* (where "X" represents the name of the appointing department), and the respective official SUNY titles will be *Assistant Professor, Associate Professor* and *Professor*.

III. **Clinician/Educator Track**- The clinician/educator track is non tenure-eligible and is to be used for those faculty whose **central** contribution to the University involves directing or working in a major clinical program or service with substantial associated teaching responsibilities, but where the opportunities for research or scholarly work are relatively modest, if existent at all. The primary basis for promotion will be excellence in those academic activities involving clinical care and teaching, although research and scholarly work would be encouraged if possible. The **campus titles** (and official SUNY titles) in this track will include *Clinical Assistant Professor, Clinical Associate Professor* and *Clinical Professor*.

IV. **Research Track**- The research track is non-tenure eligible and will continue to be used for faculty whose **central** contribution to the Health Science Center is almost entirely in the research and scholarly area. Usually teaching duties will be very modest or minimal; likewise with clinical duties. The **campus titles** (and official SUNY titles) in this track will include *Research Assistant Professor, Research Associate Professor* and *Research Professor*.

- V. **Voluntary Faculty Track**- The purpose of this non-tenure eligible track is to recognize those unpaid academicians, physicians and other health care professionals (or those paid through affiliated programs) who give voluntarily of their time to the programs of the Health Science Center, most often in teaching and clinical areas. Each department will set expectations for such services that are appropriate for voluntary faculty. The **campus titles** are the same as those used in all other tracks; however, unpaid voluntary faculty are not eligible for tenure.

[It should be noted that in some cases, the official SUNY title may be different from the campus title, inasmuch as the campus titles have been expanded to address the specific needs of the Health Science Center.]

- C. Faculty may, at various points in their careers, find it appropriate to change from their initial appointment track to another. Such changes would require the concurrence of the faculty member involved and the approval of the Department Chair, the Dean and the President or his designee. Faculty members should **regularly** consult with their Department Chair in order to make timely decisions concerning their potential for meeting the requirements established for their current appointment track and/or to discuss other options available to them.

(Faculty Appts.doc)

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TRACK	TITLE	ELIGIBLE FOR TENURE?
<b>ACADEMIC</b>	Assistant Professor	Yes
	Associate Professor	Yes
	Professor	Yes
<b>ACADEMIC/CLINICAL</b>	Assistant Professor of Clinical X	Yes
	Associate Professor of Clinical X	Yes
	Professor of Clinical X	Yes
<b>CLINICAL/EDUCATOR</b>	Clinical Assistant Professor	No
	Clinical Associate Professor	No
	Clinical Professor	No
<b>RESEARCH</b>	Research Assistant Professor	No
	Research Associate Professor	No
	Research Professor	No
<b>TEACHING</b>	Teaching Associate Professor	No
	Teaching Professor	No
<b>VOLUNTARY (UNPAID)</b>	All	No