APPENDIX A: RANK AND APPOINTMENT TRACK OVERVIEW

Non-Tenure Track

Appropriate for the clinician or foundational faculty whose principal activity is engagement in UME, GME, patient care, education, research.

All CMU faculty including those employed by CMU Medical Education Partners

Rank	Criteria
The following rank is for individuals that may or may not have terminal doctoral degrees, but have degrees consistent with their faculty position. It is also for physicians with clinical responsibilities who have graduated from an ACGME or AOA accredited program and are licensed to practice medicine in their state of residency but who do not hold current board certification and are board-eligible/qualified based on the criteria of the American Board of Medical Specialties (ABMS) or AOA Specialty Certifying Boards. **Instructor**	• Has degree consistent with their faculty position.
The following accomplishments are required for faculty at the rank of **Assistant Professor**	• Doctoral degree • Demonstrated proficiency as a clinician, investigator and/or educator that indicate the potential for growth
The following accomplishments are required for initial appointment at or promotion to the rank of **Associate Professor:** • *Typically considered after a minimum of five years as an assistant professor although early promotion may be considered under exceptional circumstances only if supported by the Discipline Chair*	• Demonstrated competence consistent with their faculty position • Regional recognition • Peer-reviewed publications • Presentations at regional/national meetings • Engagement in clinical, research, or educational scholarship or programs • Participation in relevant service activities consistent with the missions of the College of Medicine and the University • External research or scholarship support is encouraged. • Demonstrated leadership experience
The following accomplishments are required for initial appointment at or promotion to the rank of **Professor:** • *Typically considered after a minimum of five years as an associate professor although early promotion may be considered under exceptional circumstances only if supported by the Discipline Chair*	• Sustained, excellent achievement consistent with their faculty position • National or international recognition • Extensive and sustained scholarship including publications in peer-reviewed journals • Presentations at national/international meetings • Participation in relevant service activities consistent with the missions of the College of Medicine and the University • External research/scholarship support is encouraged. • Demonstrated leadership experience

Tenure Track/Tenure

Appropriate for clinical or foundational faculty employed by CMU who is engaged in UME, GME, education, and/or research, with a record of sustained research and scholarship or the demonstrable promise thereof.

Tenure is only available to faculty employed by Central Michigan University.

Rank	Criteria	Tenure Criteria
The following accomplishments are required for faculty at the rank of **Assistant Professor**	• Doctoral Degree • Demonstrated proficiency as a clinician, investigator and/or educator that indicate the potential for growth as an investigator and/or educator with the ability to develop a sustainable and potentially fundable research/scholarship program.	
The following accomplishments are required for initial appointment at or promotion to the rank of **Associate Professor:** • *Typically considered after a minimum of five years as an assistant professor although early promotion may be considered under exceptional circumstances only if supported by the Discipline Chair*	• Demonstrated continued competence as a clinician, investigator and/or educator that indicate the continued potential for growth. • Development of a research/scholarship program with the potential to be sustainable. • Regional recognition • Peer-reviewed publications • Presentations at regional/national meetings • Participation in relevant service activities consistent with the missions of the College of Medicine and the University • Credible quality effort in the attainment of external research/scholarship support as principal investigator or significant collaborating investigator in support of the research/scholarship program. • Demonstrated leadership experience	• Attainment of sustained external research/scholarship funding as principal investigator or significant collaborating investigator in support of the research/scholarship program.
The following accomplishments are required for initial appointment at or promotion to the rank of **Professor:** • *Typically considered after a minimum of five years as an associate professor although early promotion may be considered under exceptional circumstances only if supported by the Discipline Chair*	• Sustained, excellent achievement as a clinician, educator or researcher • National or international recognition • Extensive and sustained scholarship including publications in peer- reviewed journals • Presentations at national/international meetings • Leadership in relevant service activities consistent with the missions of the College of Medicine and the University • Credible quality effort in the attainment of external research/scholarship support as principal investigator or significant collaborating investigator in support of the research/scholarship program is strong evidence of scholarly recognition and program sustainability. • Demonstrated leadership experience	• Attainment of sustained external research/scholarship funding as principal investigator or significant collaborating investigator in support of the research/scholarship program.

Community Educator

Appropriate for teaching professionals not employed by CMU or CMU Medical Education Partners who is engaged in UME education or involved with collaborative research/scholarship.

Rank	Criteria
Instructor *Typically used for individuals who have completed a PhD Program (including Post-Doctoral Fellowship (if appropriate), but do not yet qualify for the requirements of an Assistant Professor. This rank may also include individuals that do not have terminal doctoral degree, but have degrees consistent with their faculty position.*	• Actively engaged in the teaching and evaluation of medical students and /or residents and/or involved with collaborative research/scholarship with CMED faculty, students or Residents
Clinical Instructor *The Clinical instructor rank is for physicians with clinical responsibilities who have graduated from an ACGME or AOA accredited program and are licensed to practice medicine in their state of residency but who do not hold current board certification and are board-eligible/qualified based on the criteria of the American Board of Medical Specialties (ABMS) or AOA Specialty Certifying Boards.*	• Actively engaged in the teaching and evaluation of medical students and /or residents and/or involved with collaborative research/scholarship with CMED faculty, students or Residents
Clinical Assistant Professor *The following accomplishments are required for faculty at this rank.*	• Doctoral Degree • Demonstrated proficiency as a clinician, educator or researcher and/or involved with collaborative research/scholarship with CMED faculty, students or Residents. •
Clinical Associate Professor *Typically considered after a minimum of five years as an assistant professor although early promotion may be considered under exceptional circumstances only if supported by the Discipline Chair.*	• Demonstrated competence as a clinician, educator or researcher • Regional and/or national recognition • Publications in peer-reviewed literature • Presentations at local/regional meetings • Engagement in clinical, education or research scholarship and/or involved with collaborative research/scholarship with CMED faculty, students, or residents.
Clinical Professor *Typically considered after a minimum of five years as an associate professor although early promotion may be considered under exceptional circumstances only if supported by the Discipline Chair.*	• Exceptional achievement as a clinical, educator or researcher • National recognition • Presentations at national/international meetings • Scholarship in research or education including publications in peer-reviewed journals • Engagement in clinical, education or research scholarship and/or involved with collaborative research/scholarship with CMED faculty, students, or residents.