

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, and/or research.

All CMU faculty including those employed by CMU Medical Education Partners and University Pediatricians

In evaluating and assessing a faculty member's overall performance, criteria shall be weighted consistent with the faculty member's percentage allocation toward each of the CARE model elements. Thus, for example, if the faculty member's Education effort element is 60%, then it shall be weighted at 60% of the overall evaluation and assessment of the faculty member's qualifications for promotion.

CMED accepts and employs the definition of scholarly activity that was initially adopted by Boyer (1990) and then modified for by Weiser (1996). "Scholarship is the creative and intellectual work that is evaluated and validated by peers and communicated in various ways in order to have a strong impact within the specific field".

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/or 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 <i>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</i>	- 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 <i>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</i>	- 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 full time 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 full time faculty employed by Central Michigan University.

In evaluating and assessing a faculty member's overall performance, criteria shall be weighted consistent with the faculty member's percentage allocation toward each of the CARE model elements. Thus, for example, if the faculty member's Education element is 60%, then it shall be weighted at 60% of the overall evaluation and assessment of the faculty member's qualifications for tenure.

CMED accepts and employs the definition of scholarly activity that was initially adopted by Boyer (1990) and then modified for by Weiser (1996). "Scholarship is the creative and intellectual work that is evaluated and validated by peers and communicated in various ways in order to have a strong impact within the specific field".

Rank	Criteria for Tenure Track	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 • <i>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</i>	• 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 • <i>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</i>	• 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 (CMEP) who are engaged in medical student and/or resident education or involved in collaborative research/scholarship with CMU/CMEP faculty or learners. Community educator appointments recognize excellence in the candidate's area of expertise, and encourage ongoing participation in our educational and scholarly programs through bedside teaching.

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. Instructor	- Actively engaged in the teaching and evaluation of medical students and/or residents with an expectation of sustained professionalism - OR - Engaged in collaborative research/scholarship with CMED faculty, students, or residents with an expectation of sustained professionalism
The following 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. Clinical Instructor	- Actively engaged in the teaching and evaluation of medical students and /or residents with an expectation of sustained professionalism - OR - Engaged in collaborative research/scholarship with CMED faculty, students, or residents with an expectation of sustained professionalism
The following accomplishments are required for faculty at this rank. Clinical Assistant Professor	- Doctoral degree - Board certification by the appropriate specialty - Actively engaged in the teaching and evaluation of medical students and /or residents with an expectation of sustained professionalism - OR - Engaged in collaborative research/scholarship with CMED faculty, students, or residents with an expectation of sustained professionalism
Typically considered after a minimum of five years as a Clinical Assistant Professor although early promotion may be considered under exceptional circumstances only if supported by the Discipline Chair. Clinical Associate Professor	- Board certification by the appropriate specialty - Demonstrated proficiency as a clinician, educator or researcher with an expectation of sustained professionalism - Regional recognition of clinical excellence in their area of endeavor - Local/regional recognition of excellence in teaching and/or research. Documentation may include presentations outside of the institution, awards, peer-reviewed scholarship, sustained and substantive service as a clinical preceptor, student evaluations, or contribution to pre-clinical courses. - Evidence of service to the affiliated healthcare institution and/or CMED, which may include serving on hospital or CMED committees, and membership/office in local, state or national professional organizations.
Typically considered after a minimum of five years as a Clinical Associate Professor although early promotion may be considered under exceptional circumstances only if supported by the Discipline Chair. Clinical Professor	- Board certification by the appropriate specialty - Exceptional achievement as a clinician, educator, or researcher with an expectation of sustained professionalism. - National recognition of clinical excellence in their area of endeavor - National recognition of excellence in teaching or research. Documentation may include visiting professorships, CME presentations, national society presentations, faculty awards, peer-reviewed scholarship, sustained and substantive service, or contribution to pre-clinical courses. Peer-reviewed scholarship may take the form of case reports, reviews, book chapters, and scientific manuscripts that are either authored or co-authored by the candidate. - Evidence of service to and leadership within the affiliated healthcare institution, national professional societies, and/or CMED, which may include serving on hospital or CMED committees, and membership/office in local, state and national professional organizations.