

Tenure System

Faculty in the tenure appointment system consist of both Ph.D. and clinician faculty at the ranks of Assistant Professor, Associate Professor and Professor. The tenure system includes both tenured faculty and faculty without tenure who are in the process of completing a required multi-year probationary period. A tenure appointment is for an indefinite period without a terminal date. The enhancement of research, outreach and education are the primary focus of positions in this track with a strong emphasis on research and scholarship that is imperative at a research-intensive, land grant university. These appointments exist in the clinical and basic sciences departments.

Health Programs System

Faculty in the Health Programs (HP) appointment system consists of clinician faculty at the ranks consist of Assistant Professor-HP, Associate Professor-HP and Professor-HP. The Health Programs (HP) appointment system consists of clinician faculty employed directly by MSU. Health Programs faculty are appointed in the Colleges of Human Medicine, Osteopathic Medicine, or Nursing and are members of the MSU HealthTeam (the MSU faculty group practice). HP faculty provide essential support to the college and focus on expanding and enhancing programs in clinical education, patient care service, clinical research and community outreach. Faculty resources are supported through a combination of patient care income and other clinically and service related revenues. Appointments are for one to five years and may be renewed.

Fixed Term System

Faculty in the fixed term appointment system consist of both Ph.D. and clinician faculty paid directly by MSU at the ranks of Instructor, Assistant Professor, Associate Professor and Professor. Fixed term faculty provide significant support to the college and are integral to the teaching, research and outreach mission of the college. Fixed term faculty are appointed on an annual basis, although exceptions for longer term appointments may be approved by the Office of the Provost. Fixed term faculty can be found in the clinical and basic sciences departments in addition to other units as needed.

Clinical/Adjunct System

Prefix

Faculty in the Clinical/Adjunct appointment system with a "prefix" rank (e.g., Clinical Assistant Professor, Adjunct Assistant Professor, etc.) are usually not employed by the University. Their primary responsibility and income is usually outside the university. Appointments are usually made on an "adjunct" basis unless the appointee holds a professional medical degree, in which case a "clinical" prefix is used. Reappointment and promotion is at the discretion of the department and college. Successive reappointments do not confer tenure or other continuing employment status. These appointments are usually for a maximum period of three years. Faculty holding clinical/adjunct appointments are expected to have the educational background and/or experience required for the rank, and they must be interested in providing some degree of service to the department or the college even though they are not available for a regular appointment.

Non-Prefix

The University recognizes that because of the community-based nature of the medical school, we rely heavily upon clinician faculty in the various communities in which our students learn. Some of these faculty are deeply involved and make significant contributions to the institutional mission of the college. Since this is an approved exception within the Clinical/Adjunct appointment system, there are certain eligibility criteria and expectations of faculty who are granted a non-prefix appointment.

Faculty in the Clinical/Adjunct appointment system with a "non-prefix" rank (e.g., Assistant Professor, Associate Professor, or Professor) must be deeply involved in the college and meet at least one of the eligibility criteria listed below. They must also agree to make continuing meaningful contributions to the instructional mission of the college and to work toward academic promotion.

ELIGIBILITY CRITERIA:

1. Official administrative position in the college (e.g., Clerkship Director, Course Director, etc.) Official administrative positions in the college are designated as such by the dean's office.
2. Paid by a College of Human Medicine-affiliated or College of Human Medicine-sponsored residency as core faculty or administrator (e.g., Residency Director). "Core faculty" means a significant amount of your effort is devoted to teaching/precepting, and you are paid by the residency program or clinical entity specifically for your teaching role.
3. Engagement in a meaningful, collaborative research relationship with the College of Human Medicine as adjudicated by the college Senior Associate Dean for Research

In addition to the minimum eligibility criteria stated above, the following must be considered for appointments and/or reappointments with a non-prefix rank:

- Faculty must demonstrate sufficient effort (generally considered to be at least 20%) in the three areas of teaching, scholarly productivity/research, and institutional services, as outlined in the CHM promotion criteria.
- Faculty must be made aware of the promotion criteria and agree to work toward promotion. If not planning to work toward academic promotion, should consider a prefix appointment (i.e., Clinical Assistant Professor, etc.).
- Faculty initial rank (higher than Assistant Professor) requires input by faculty peer review at the department and/or college level and final recommendation by Senior Associate Dean for Faculty Affairs and Development.
- Faculty appointments are generally for three years and renewable as long as the eligibility requirements and expectations continue to be met.

These appointments vary in length and may be renewed as long as one of the eligibility criteria and expectations continue to be met.

On-Call System

Occasionally an individual with an appointment in the Clinical/Adjunct faculty system is engaged to provide a limited service that the College offers compensation for. Faculty who accept such assignments for compensation are temporarily given a designation of "On-Call" faculty in order for them to be compensated. The University's payroll system can only accommodate one prefix before a faculty member's rank; thus, designation of "on-call" replaces the "clinical" or "adjunct" prefix during the time period that the faculty member is providing service for compensation. However, these faculty remain prefix and when the assignment that provides compensation ends, the "on-call" designation is removed and the "clinical" or "adjunct" prefix will once again appear in University systems. If an individual already holds a prefixed appointment and is hired on-call, the University drops their clinical/adjunct prefix temporarily. Once the on-call status is ended, the faculty rank will revert back to a prefix of clinical or adjunct.