



# CLINICAL DEPARTMENTS STATEMENT OF FACULTY ORGANIZATION, STANDARDS AND CRITERIA FOR RANK

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## INTRODUCTION

Each clinical department in the Division of Biology and Medicine may interpret faculty promotions and appointments standards and criteria according to their discipline(s) but must remain consistent with the following:

All procedures will be carried out in accordance with the guidelines set forth in the University's **Handbook for Academic Administration** and the **Faculty Rules and Regulations**. Each Department is committed to the implementation of the diversity and inclusion principles set forth by Brown University.

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## STANDARDS AND CRITERIA FOR FACULTY APPOINTMENT

Faculty appointed in clinical departments will ordinarily have an MD from a World Health Organization-accredited medical school or a doctoral degree or terminal degree from an accredited institution. Some departments may require board certification for specific ranks. Departments may consider persons for clinical appointment who do not hold doctoral degrees, but who play a prominent role in the teaching or research activities of the department.

### **A. Teaching Scholar/Research Scholar/Clinician Scholar/(Research) Faculty Titles (renewable terms, non-tenured faculty)**

Faculty with the titles listed below are physicians, research scientists, or health or allied science professionals whose primary professional efforts are as employees of Brown or of an affiliated organization(s). Excellent clinical skills are considered foundational for all faculty who are engaged in clinical work. Faculty with the titles listed below under Section A are voting members of the Brown University faculty in accordance with the *Faculty Rules and Regulations* of Brown University.

Instructor of ():

A faculty member who has completed training in his/her area of specialization and will have demonstrated the potential to interact effectively through teaching, advising, and/or mentoring undergraduates, graduate students, medical students, postdoctoral trainees, or residents and fellows, and who has an interest in scholarship. Demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community are required. Excellent clinical skills are expected for faculty members in this track who are clinically active.

Appointment at this rank is limited to two 2-year terms depending on the needs of the department.

Assistant Professor of ():

A faculty member who has demonstrated ability as a teacher, advisor, and/or mentor of undergraduates, graduate students, medical students, postdoctoral trainees, residents, or fellows, who has demonstrated potential for scholarship in their chosen discipline. Demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community are required. Excellent clinical skills are expected for faculty members in this track who are clinically active. Faculty must designate their track by the beginning of the third term.

Appointment at this rank is limited to three 3-year terms depending on the needs of the department.

### **1. Teaching Scholar Track**

Associate Professor of ():

A faculty member who has a major educational role in a University-sponsored or affiliated program, who exhibits excellence and innovation in teaching. The individual must have a national reputation in his/her

area of expertise. A continuous record of scholarship since the last appointment or promotion, and demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community are required. Excellent clinical skills are expected for faculty members in this track who are clinically active. Service contributions to the University, its affiliates or the profession will be given positive consideration where a substantial role can be documented.

Appointment at this rank is for a term of up to 5 years that may be renewed depending on the needs of the department.

Professor of ():

A faculty member who has exceptional teaching skills and who has continued to lead educational programs. Excellence and innovation in teaching is required. The individual must have a national reputation as an educator in his/her area of expertise. A continuous record of scholarship since the last appointment or promotion and demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community are required. Excellent clinical skills are expected for faculty members in this track who are clinically active. Service contributions to the University, its affiliates, or the profession will be given positive consideration where a substantial role can be documented.

Appointment at this rank is for a term of up to 5 years that may be renewed depending on the needs of the department.

## **2. Research Scholar Track**

Associate Professor of ():

A faculty member who has established an independent or collaborative, productive research program, supported by external, peer-reviewed grants and having reasonable assurance of continuity or productivity. A continuous record of highly regarded research publications since the previous appointment or promotion is required. The individual must have a national reputation in his/her area of research. A record of excellence in teaching, advising, and/or mentoring and demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community are required. Excellent clinical skills are expected for faculty members in this track who are clinically active. Service contributions to the University, its affiliates and the profession will be given positive consideration where a substantial role can be documented.

Appointment at this rank is for a term of up to 5 years that may be renewed depending on the needs of the department.

Professor of ():

A faculty member who has established an independent or collaborative productive research program supported primarily by sustained, significant external, peer-reviewed grants. For faculty in disciplines where collaborative, team-based research is the norm, the contribution should be substantive and

distinct. A continuous record of highly regarded research publications since the last appointment or promotion is required. The individual must have an international reputation in his/her area of research. A record of excellence in teaching, advising, and/or mentoring and demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community are required. Excellent clinical skills are expected for faculty members in this track who are clinically active. Service contributions to the University, its affiliates and the profession will be given positive consideration where a substantial role can be documented.

Appointment at this rank is for a term of up to 5 years that may be renewed depending on the needs of the department.

### **3. Clinician Scholar Track**

Associate Professor of ():

A faculty member who has a major clinical role in a University-sponsored or affiliated program, who exhibits clinical expertise and excellence in teaching, advising and/or mentoring. The individual must have a national reputation in his/her area of expertise. A continuous record of scholarship since the last appointment or promotion, and demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community are required. Service contributions to the University, its affiliates or the profession will be given positive consideration where a substantial role can be documented.

Appointment at this rank is for a term of up to 5 years that may be renewed depending on the needs of the department.

Professor of ():

A faculty member who has exceptional clinical expertise and who has continued to lead and innovate in clinical programs. Excellence in teaching, mentoring and/or advising is required. The individual must have an international reputation as a clinician scholar in his/her area of expertise. A continuous record of scholarship since the last appointment or promotion, and demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community are required. Service contributions to the University, its affiliates, or the profession will be given positive consideration where a substantial role can be documented.

Appointment at this rank is for a term of up to 5 years that may be renewed depending on the needs of the department.

### **4. (Research) Track**

Instructor of () (Research):

A faculty member who has demonstrated research potential and contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community.

Appointment at this rank is limited to one 2-year term.

Assistant Professor of () (Research):

A faculty member who has demonstrated potential or ability for conducting high-quality research as evidenced by scholarly publication in peer-reviewed journals, grant funding, and/or professional service to the outside scientific community. A demonstrated contribution to the research, clinical, teaching, and/or service missions of our diverse and inclusive community are required. Excellent clinical skills are expected for faculty members in this track who are clinically active.

Appointment at this rank is for a term of up to 3 years that may be renewed depending on the needs of the department.

Associate Professor of () (Research):

A faculty member who has established an independent or collaborative, productive research program, with a reasonable assurance of continuity or productivity. The individual must have a national reputation in his/her area of research, and demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community. Excellent clinical skills are expected for faculty members in this track who are clinically active. Teaching, advising, and/or mentoring and service contributions to the University, its affiliates or the profession will be given positive consideration where a substantial role can be documented.

Appointment at this rank is for a term of up to 5 years that may be renewed depending on the needs of the department.

Professor of () (Research):

A faculty member who has established an independent or collaborative program of high-quality productive research program support by sustained, significant, external, peer-reviewed grants and who has continued to demonstrate research productivity since the previous appointment or promotion. For faculty in disciplines where collaborative, team-based research is the norm, the contribution should be substantive and distinct. An international reputation for research in his/her area of expertise and demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community are required. Excellent clinical skills are expected for faculty members in this track who are clinically active. Teaching, advising, and/or mentoring and service contributions to the University, its affiliates and the profession will be given positive consideration where a substantial role can be documented.

Appointment at this rank is for a term of up to 5 years that may be renewed depending on the needs of the department.

## **B. Clinical Faculty Titles**

Faculty who hold clinical titles may be physicians, or health and allied science professionals who may be community-based practitioners, or employees of affiliated organizations or Brown University. Clinical faculty are obligated to provide a minimum 100 hours of annual teaching, advising, mentoring and/or service to their department or to Brown University. Clinician Educators are employees of Brown or of an affiliated organization and are obligated to provide a minimum of 200 hours of annual teaching, advising, mentoring and/or service to their department or to Brown University. Excellent clinical skills are considered foundational for all faculty who are engaged in clinical work. Faculty with titles listed below under Section B have voting rights only within their department and the Medical School in accordance with the Faculty Rules and Regulations of Brown University.

Clinical faculty have the prefix “Clinical” before their title: Clinical Assistant Professor of Pediatrics. Clinician Educator faculty have “Clinician Educator” following their title: Assistant Professor of Pediatrics, Clinician Educator.

### **1. Clinical Track**

Clinical Instructor of ():

A faculty member who participates in academic activities and interacts effectively with undergraduates, graduate students, medical students, postdoctoral trainees, residents or fellows through teaching, advising, and/or mentoring and as a practitioner, and has demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community.

Appointment at this rank is for a term of up to 3 years that may be renewed depending on the needs of the department.

Clinical Assistant Professor of ():

A faculty member who has documented ability in teaching, advising and/or mentoring and as a practitioner or as a contributor to a clinical or research program and has demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community.

Appointment at this rank is for a term of up to 3 years that may be renewed depending on the needs of the department.

Clinical Associate Professor of ():

A faculty member who has demonstrated a high level of skill in teaching, advising, and/or mentoring, and as a practitioner, who has contributed actively to clinical or research programs. The individual must have a regional reputation in his/her area of expertise, and demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community. Scholarly activity will be given positive consideration. Service to the University, its affiliates or to the profession will be given positive consideration where a substantial role can be documented.

Appointment at this rank is for a term of up to 5 years that may be renewed depending on the needs of the department.

Clinical Professor of ():

A faculty member who has demonstrated excellence in teaching, advising, and/or mentoring, and as a practitioner, and who has contributed actively to clinical or research programs. The individual must have a national reputation in his or her area of expertise. Evidence of scholarly activity and demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community are required. Service to the University, its affiliates or to the profession will be given positive consideration where a substantial role can be documented.

Appointment at this rank is for a term of up to 5 years that may be renewed depending on the needs of the department.

## **2. Clinician Educator Track**

Instructor of (), Clinician Educator:

A faculty member who participates in academic programs and interacts effectively with undergraduates, graduate students, medical students, postdoctoral trainees, residents or fellows through teaching, advising and/or mentoring, and as a practitioner. Demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community are required.

Appointment at this rank is for a term of up to 3 years that may be renewed depending on the needs of the department.

Assistant Professor of (), Clinician Educator:

A faculty member who has documented ability in teaching, advising, and/or mentoring, and as a practitioner, and who has contributed to a clinical or research program. Demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community are required.

Appointment at this rank is for a term of up to 3 years that may be renewed depending on the needs of the department.

Associate Professor of (), Clinician Educator:

A faculty member who has substantial involvement and documented recognition as an excellent teacher, advisor, and/or mentor, and as a practitioner, and who has made important contributions to a clinical or research program. The individual must have a regional reputation in his/her area of expertise. Scholarly activity and demonstrated contributions to the research, clinical, teaching, and/or service missions of our



diverse and inclusive community are required. Service to the University, its affiliates or to the profession will be given positive consideration where a substantial role can be documented.

Appointment at this rank is for a term of up to 5 years that may be renewed depending on the needs of the department.

Professor of (), Clinician Educator:

A faculty member who has substantial involvement and documented recognition as an excellent teacher, advisor, and/or mentor, and as a practitioner, and who has made important contributions to a clinical or research program. The individual must have a national reputation in his or her area of expertise. Scholarly activity and demonstrated contributions to the research, clinical, teaching, and/or service missions of our diverse and inclusive community are required. Service to the University, its affiliates or to the profession will be given positive consideration where a substantial role can be documented.

Appointment at this rank is for a term of up to 5 years that may be renewed depending on the needs of the department.

## **C. Tenure Track and Lecturer Titles**

These appointments and promotions are reviewed by the *Tenure, Promotions, and Appointments Committee (TPAC)*. The Brown University [Handbook of Academic Administration](#) should be consulted regarding criteria for these and other University faculty appointments.

## **D. Other Titles**

Faculty with the following titles are non-voting members of the Brown University faculty.

### **1. Visiting Titles**

Visiting Assistant/Associate/Professor of (Dept.):

Visiting faculty members generally are scholars on leave from their home institutions who serve at Brown University for a period of time. Visiting faculty serve in an academic capacity, either research, teaching, advising or mentoring in conjunction with a member of the Brown University faculty. Visiting designation may also be given to an individual who temporarily fills a vacancy on the full-time faculty or in some cases prior to an individual joining the full-time faculty for whom such an appointment is appropriate in terms of facilitating the transition to Brown University. The designation “Visiting” shall precede the faculty rank the appointee holds at their home institution.

## **2. Adjunct Titles**

Adjunct Assistant/Associate/Professor of (Dept.):

Adjunct faculty generally are primarily employees of other institutions or organizations who provide specific educational, research, or consulting services to the University and/or the affiliated hospitals. These activities typically are limited to specific and defined functions and/or service to the department. Determination of rank for adjunct faculty is subject to the same requirements as other categories of faculty titles. Normally, adjunct faculty are appointed for one- to three-year terms that may be renewed depending on the needs of the department.

## **E. BioMed Titles**

Division of Biology and Medicine departments may appoint non-doctoral professionals; holders of these positions do not have voting privileges within Brown University.

### **1. Teaching Associate**

Individuals must have an active role in teaching undergraduates, graduate students, medical students, residents and/or fellows. This teaching role must meet a significant, unique and ongoing teaching need best provided by an individual with professional experience, which does not require a doctoral degree. A Masters degree or equivalent skills, education and experience are required.

### **2. Senior Teaching Associate**

An individual with at least five years of service as a Teaching Associate with a documented record of significant accomplishment in contributing to the teaching programs of their department.

### **3. Research Associate**

Individuals must have an active, significant role in research which may include scholarly productivity. Significant contributions to the planning, design and operation of research programs is expected. A Masters degree or equivalent skills, education and experience are required.

### **4. Senior Research Associate**

An individual with at least five years of service as a Research Associate or the equivalent, and with a documented record of reporting on original research in their field of expertise, while participating in the research effort of their department.

### **5. Investigator**

Investigators must have a Ph.D. or M.D. (or equivalent), and must have post-doctoral research experience equivalent to that of a faculty member holding the rank of Instructor or Assistant Professor. Individuals

must demonstrate research potential. Appointment is for a term of 1 year, that may be renewed depending on the needs of the department.