**Academic Tracks in FM (Summary)**

- **Investigator Track**: (Track 1)
  - **Scientist-Investigator**: (Subtrack 1A)
    - Devotes most effort to research and teaching (identical to University, ‘unmodified’ track).
  - **Physician-Investigator**: (Subtrack 1B)
    - Devotes ~40% of effort to research, whether basic or clinical (remainder is in teaching and clinical service).

- **Physician-Educator Track**: (Track 2)
  - Modified title of rank: ‘suffix ed’ (e.g., Associate Professor of Clinical Surgery).
  - Devotes >80% of effort to teaching plus clinical service.

- **Academic Clinician Track**: (Track 3)
  - Modified title of rank: ‘pre-fixed’, full-time (e.g., Clinical Assistant Professor of Surgery).
  - Devotes >80% of effort to clinical service that takes place:
    - mostly at affiliates outside AUBMC;
    - in primary health care at AUBMC (e.g., emergency medicine or family medicine); or
    - in core clinical departments (but members not to exceed 20% of the department).
  - Highest rank achieved is Clinical Associate Professor.

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**Investigator Track**: (Track 1)

**General Features**:

- Applies to all professorial level faculty members holding doctoral (normally PhD and/or MD) degree(s) and who have primary appointment in either the basic medical sciences departments or in the clinical departments.
- Majority of time and effort in research and teaching.
- The academic title of the faculty member, the period of appointment or reappointment, and the years in rank required for promotion normally shall follow the unmodified University track.
- Faculty members in this track are eligible for long-term contracts (or for tenure when implemented by the University).

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**Scientist-Investigator Subtrack**: (Subtrack 1A)

(Unmodified Title; e.g., Assistant Professor of Physiology)

- Doctoral (normally PhD and/or MD) degree(s); primary appointment in basic medical sciences departments; no formal patient-care or clinical responsibilities.
- Upon the recommendation of the Department Chairperson and approval of the Dean, a faculty member holding a PhD degree may belong to this track and have a primary appointment in a clinical department.
- Appointment or promotion in this track is primarily judged by:
  - 1) Excellence in research productivity as reflected by successful research funding and publications especially of original articles in which the faculty member is a major contributor.
  - 2) Excellence in undergraduate or graduate teaching, training and mentoring.
- Faculty members in this track are also expected to be engaged in academic and administrative service to the discipline and to the University.

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**Physician-Investigator Subtrack**: (Subtrack 1B)

(Unmodified Title; e.g., Assistant Professor of Medicine)

- Normally, an MD degree; primary appointment in the clinical departments.
- Faculty members in the Physician-Investigator Subtrack are expected to devote approximately 40% of their total effort to research activity, whether basic or clinical.
- Appointment or promotion in this track is primarily judged by:
  - 1) Excellence in research productivity as reflected by successful research funding and publications especially of original articles in which the faculty member is a major contributor.
  - 2) Excellence in undergraduate or graduate teaching, training and mentoring.
  - 3) A good record in patient care or clinical service with regard to area of specialty.
- Faculty members are expected to be engaged in academic and administrative service to the discipline and to the University.
Physician-Educator Track: (Track 2)
(Modified Title; e.g., Assistant Professor of Clinical Medicine)

- Normally, an MD degree with primary appointment in the clinical departments.
- Upon recommendation of Department Chairperson and approval of Dean, a faculty member who holds a doctoral degree other than MD can be appointed into this track with a primary appointment in a clinical department if he/she has a major portion of assigned duties in patient care or clinical service, such as Clinical Psychology, Laboratory Medicine, or others.
- Faculty members in this track are expected to devote at least 80% of their total effort to assigned duties in the combined areas of teaching plus clinical service.
- Appointment and promotion in this track are primarily judged by:
  1) Excellence in undergraduate or graduate teaching, training and mentoring.
  2) Excellence in patient care or clinical service with regard to specialty and area of expertise.
  3) A good record in research productivity and scholarly activities.
- Faculty members are expected to be engaged in academic and administrative service to the discipline and to the University.
- Faculty members in this track are eligible for long-term contracts (but not for tenure).

Academic Clinician Track: (Track 3)
(Modified Title; e.g., Clinical Assistant Professor of Medicine)

- An MD degree; primary appointment in clinical departments; primary assignment in patient care delivery.
- Faculty members are expected to devote at least 80% of their effort to patient care or clinical service that takes place:
  - Predominantly affiliated health care facilities outside AUBMC;
  - Clinical departments at AUBMC that engage predominantly in primary health care such as emergency medicine or family medicine;
  - or: in core clinical departments at AUBMC provided that the proportion of faculty members in this track shall not exceed 20% of the department’s full-time faculty.
- The appointees in this track are expected to contribute to clinical teaching and training.
- Appointments in this track is initially for one year or 3 years, which may be renewed.
- Appointees in this track are eligible for promotion up to the rank of Clinical Associate Professor.
- Appointment or promotion in this track is primarily judged by:
  1) Excellence in patient care and clinical service with regard to specialty and area of expertise.
  2) A good record in undergraduate or graduate clinical teaching and training.
- Faculty members in this track are expected to devote some of their effort in scholarly activities, continuing education, and administrative service.

Requirements for Promotion:

Research Productivity

The suggested minimum number of publications output during the period under review is listed in the subsequent sections. It is to be pointed out that this number should be viewed as a general guideline of a desired target rather than an absolute requirement for successful promotion. The assessment procedures should carefully weigh the quality of publications and their scientific value, and this quality should receive considerable emphasis in this assessment. In many instances, it is possible to have a super or quality of an individual faculty member’s publication output compensate for the total number of publications that may fall short of a required minimum number.

Requirements for Promotion:

Number of Publications (during current period in rank)

<table>
<thead>
<tr>
<th>Track To the Rank of</th>
<th>1A</th>
<th>1B</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant</td>
<td>2†/1#</td>
<td>2 / 1</td>
<td>2 / 1</td>
<td>1 / -</td>
</tr>
<tr>
<td>Associate</td>
<td>7 / 4</td>
<td>7 / 4</td>
<td>5 / 3</td>
<td>4 / 1</td>
</tr>
<tr>
<td>Professor</td>
<td>12 / 8</td>
<td>12 / 8</td>
<td>10 / 5</td>
<td>NA</td>
</tr>
</tbody>
</table>

† Suggested number of publications where the candidate is a major contributor
# Suggested number of original publications where the candidate is a major contributor

NA: is ‘not applicable’ for this track

Click here to view the full Policy for Promotion