Clarification of the Clinician Educator Track in the University Faculty Handbook

Dear Colleagues,

We are pleased to report that the University Board of Trustees has approved changes to the Clinician Educator track, which were recommended collectively by the four Health Schools in order to clarify criteria for reappointment and promotion and better align them with current practices and career goals.

Over the past two years, we have been working closely with the University to conduct a comprehensive evaluation of faculty track structures, including the CE track, which had not been updated in nearly 40 years.

The overarching goal in this effort has been to support the exceptional work conducted by our faculty across our core mission areas. By making pathways for career evolution more transparent and flexible, the changes to the University Faculty Handbook, adopted by the Trustees on June 19, are intended to strengthen the recruitment and retention of outstanding faculty members.

Once the Handbook changes are officially published, we will provide you with the link to review. In brief, the revisions accomplish the following goals: 1) align the CE portion of the Handbook (written in 1976) with current practice, 2) reduce variation in faculty actions across the Health Schools, 3) require each school to develop guidelines consistent with the University Faculty Handbook, including responsibility for monitoring their respective caps, and 4) improve transparency for faculty regarding expectations of the CE track.

The CE principles highlight four major changes:

1. **Scholarship:**
   CE faculty will explicitly engage in scholarship in addition to clinically related activities and education. The nature, scope and impact of the scholarship are defined by each school. There is now an explicit expectation that appropriate time and support for scholarship is provided, particularly for junior faculty. The criteria for reappointment and promotion will reflect the ranges of effort dedicated to scholarship, education and clinical care/animal practice.

2. **Track Changes:**
   Although every attempt is made to ensure that faculty are placed in the correct track upon appointment, careers do evolve. It is now explicitly stated that track conversions will be allowed from Tenure to CE, CE to AC, AC to CE, and, rarely from CE to Tenure. Such conversions must be recommended by the end of the year 5 of the appointment. National searches will continue to be required for any conversion/appointment to the Tenure Track and will be required for AC to CE and Research to CE.

3. **CE Cap:**
   The size of each school’s CE track will be congruent with a school’s clinical, scholarly and teaching missions. It is expected that each school will not exceed its cap, which will be enforced by the Senate and the Provost’s office, and will be reviewed every 5 years.

4. **Administrative Rights:**
   CE faculty can participate in salary discussions for Tenure Track faculty, given that CE faculty are increasingly assuming leadership roles that require management of faculty salaries across all tracks.
During the voting process that occurred in the fall of 2013, two issues arose that deserve further mention:

1. **The requirement for a modifier to the CE title.**
   This language was modified and now reads: In all four health schools a clear and correct modifier must be attached to the title as follows: Assistant Professor, Associate Professor or Professor of (clinical specialty) at the (school or appropriate department, hospital, teaching unit or other base facility). This title is to be written in full whenever used in documents, in listings of University personnel and in correspondence. Example: Professor of Medicine at the Hospital of the University of Pennsylvania will be changed to Professor of Medicine at PSOM.

2. **The actual name of the track.**
   Each of the schools voted on potential new names for the Clinician Educator track. This was provided to the Provost for consideration. At this time, no change in name was adopted.

The four health schools have formed a strong partnership through this process and are now working on clarifying the expectations for the Academic Clinician track. As was the process for the revisions of the CE portion of the Faculty Handbook, the faculty in health schools will be asked to vote on these actions once the recommendations come forward.

Sincerely,

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