

Bylaws of the University of Connecticut School of Medicine
Appendix A
Guidelines for Appointment to Junior Faculty Rank and Joint Appointments²²

General Criteria: Appointments to the faculty must comply with the Bylaws for the School of Medicine (SOM). An individual being proposed for a faculty appointment should have completed training (e.g., residency, clinical fellowship, post-doctoral fellowship, etc.), and must be able to function autonomously (independently) in an academic role. In addition, the individual should contribute in a meaningful way to the academic missions of the School, and engage professionally with our academic community, other academic communities, public organizations and/or with the public community at large. The relationship between faculty and trainees must reflect the highest standards of professionalism in all educational settings.

Initial Appointment of Faculty Employed by the University

While initial appointments of tenure track faculty are generally for one (1) year, initial appointments of in-residence faculty are generally for two (2) years. The duration of a contract will be determined by the department chair and the Dean. With few exceptions, initial appointments should be made at the Assistant Professor level. Instructor level appointments may be appropriate as determined by the department chair, and approval of the Dean/Dean Designate.

Initial appointments for all other faculty appointments are described as non-salaried faculty appointments below, and include affiliated, community, adjunct, visiting, and conversion to re-employed retired appointments.

Non-Salaried²³ Faculty

An individual who is not salaried by the School of Medicine as a faculty member shall be eligible for a faculty appointment provided the criteria outlined below is met. Such an individual may be employed by UConn Health affiliated institutions and/or their employed faculty ambulatory practices or research facilities, in private practice, employed by other units of UConn Health or the University, employed by another College or University, or engaged in scholarly activity in a private organization (e.g. a research center or the scientific arm of a business such as a pharmaceutical firm).

Affiliated Faculty²⁴: Faculty working 80% time and effort or greater at affiliated organizations are eligible for affiliated faculty appointments. Eligibility for an affiliated faculty appointment will be clearly defined in an affiliation agreement between UConn SOM and the organization, but at a minimum a faculty must meet the following criteria: be employed 80% or greater by that organization; dedicate more than 100 hours in academic efforts (teaching, research, administration associated with teaching or research) for the SOM; and then be identified as dedicating more than 50% of their academic efforts to the SOM.²⁵

²² The Guidelines for Appointment to Junior Faculty Rank may be amended by the Dean after consultation with Department Chairs, and are not subject to the Bylaws amendment procedures outlines in Section IX of the School of Medicine Bylaws.

²³ Non-salaried faculty may in some instances received stipends from the School of Medicine and may be employed by the School of Medicine or UConn Health for roles independent of the faculty appointment.

²⁴ Faculty employed by Connecticut Children's in its Department of Pediatrics or Pediatric Surgery (UConn SOM's primary location for these departments), are eligible for an affiliated faculty appointment even when employed less than 80% time and effort providing they otherwise meet minimum academic effort criteria as set forth, and agree that if they hold an academic appointment at another medical school it will be an adjunct role.

²⁵ Affiliated organizations are healthcare organizations (both medical and research facilities) such as Connecticut Children's Medical Center, including their employed faculty ambulatory practices and research facilities, as designated in respective affiliation agreements.

For faculty from affiliated institutions, the appropriate affiliation is noted in parenthesis after the academic title [e.g. Assistant Professor (Hartford Hospital) or Professor (Connecticut Children's Medical Center)]. This designation is for administrative purposes only and should not be used for public faculty lists or correspondence.

Affiliated faculty appointments must be reviewed and renewed by the department chair on an annual basis with the advice, where applicable, of the appropriate chief of service of the affiliated institution. Faculty from affiliated institutions are not eligible for tenure.

Community-Based Clinical Faculty: A clinician who is not employed as salaried faculty by UConn Health or the University, or who is employed by a UConn Health affiliated institution but is not meeting the criteria for an affiliated faculty appointment as described above, shall be eligible for a community-based clinical faculty appointment as Clinical Instructor, Assistant Clinical Professor, Associate Clinical Professor, or Clinical Professor providing the individual contributes to our academic mission by devoting the majority of their teaching to the University of Connecticut School of Medicine, and if asked to teach, documents at least 100 hours per year in the programs of the University of Connecticut School of Medicine. Further, the title Clinical Associate is reserved for those faculty who make intermittent or less than major contributions to the academic programs of the School of Medicine. As such, there is no minimum of teaching time requirement for this rank.

All community-based clinical faculty appointments must be reviewed and renewed by the department chair on an annual basis, with the consent of the Dean/Dean designate. These appointments are made on an annual basis and may be renewed without limit. Faculty members with community-based faculty appointments are not eligible for tenure.

Adjunct Faculty: An individual who is employed by another College or University, or engaged in scholarly activity in a private organization (e.g. a research center or the scientific arm of a business such as a pharmaceutical firm), or in a non-faculty position at UConn Health or the University, shall be eligible for an adjunct faculty appointment if the individual is contributing to the education or research missions of the School of Medicine. These contributions might be in the form of teaching in the undergraduate medical curriculum or the graduate student curriculum, collaborative research, or serving on the doctoral committee of a UConn Health graduate student. If asked to teach, such individuals are required to document at least 100 hours per year in the programs of the University of Connecticut School of Medicine. The academic ranks for adjunct faculty include Adjunct Associate, Adjunct Instructor, Adjunct Assistant Professor, Adjunct Associate Professor, and Adjunct Professor.

All adjunct faculty appointments must be reviewed and renewed by the department chair on an annual basis, with the consent of the Dean/Dean designate. These appointments are made on an annual basis and may be renewed without limit. Faculty members with adjunct faculty appointments are not eligible for tenure.

Visiting Faculty: Visiting faculty members are appointed for a brief period of time (maximum one year). An individual considered for such appointment must be a faculty member at another academic institution or a recognized expert or scholar from industry. A meaningful contribution

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- More than 50% of academic effort devoted to the SOM will always represent more than 100 hours of effort annually

to the academic mission of UConn Health is expected and will be specified at the time of appointment.

Honorary Professor Appointment in the School of Medicine

A managerial leader employed by the University and/or UConn Health who demonstrates sustained and demonstrable involvement in the School of Medicine may be recommended by the Dean for a faculty appointment as Honorary Professor. Such appointment shall be conferred by the UConn Health Board of Directors and is coterminous with the individual's employment by the University and/or UConn Health.

Reemployed Retirees

Faculty who retire from the University of Connecticut and are rehired are eligible for a faculty appointment at the academic rank they held at the time of their retirement followed by "Retired" in parenthesis after their academic title [e.g. Assistant Professor (Retired)]. All such faculty appointments must be reviewed and renewed by the department chair on an annual basis, with the consent of the Dean/Dean designate. At the conclusion of rehired-retiree service, such faculty if eligible may be granted a community-based or adjunct faculty appointment, at the request of the department chair and approval of the Dean/Dean Designate.

Joint Appointments

- a. Joint appointments within the School of Medicine:
 - (1) There must be sustained and demonstrable involvement by the faculty member in the academic programs of the secondary department.
 - (2) Appointment or promotion in the secondary department must be reviewed and approved by the department chair and the Dean/Dean designate and may not be at a rank higher than that in the department of primary appointment. Joint appointments do not require SAPC review.
 - (3) Tenure may be granted only through the department of primary appointment.
 - (4) The joint appointment must be reviewed annually and approved by the departments involved and the Dean/Dean designate.
- b. Joint appointments for faculty whose primary appointment is in a Department of another School of the University and whose secondary appointment is in a Department of the School of Medicine:
 - (1) In all cases, the department chairs shall indicate in writing why a joint appointment is desirable and describe in detail the responsibilities of the individual in the School of Medicine department.
 - (2) Appointment or promotion in the School of Medicine department must be reviewed and approved by the department chair and the Dean/Dean designate in the School of Medicine, and it may not be at a rank higher than that in the department of primary appointment. These appointments do not require SAPC review.
 - (3) Tenure may be granted only through the department of primary appointment.
 - (4) All secondary appointments are subject to annual renewal. At the time of renewal, the department chair will indicate to the Dean/Dean designate whether the original commitments of the individual to the programs of the School of Medicine have changed.

Procedure for Requesting Faculty Appointments

1. All requests must be made by a department chair.
2. All requests must be sent to the Dean's Office for processing and routing. The request should be addressed to the Dean/Dean designate.
3. The request for appointment must include the following:
 - A cover letter stating why the appointment is being requested, at what rank, source of salary support (i.e., general fund, extramural research grant, clinical), space needs

associated with the appointment and a description of how those space needs will be met.

- A copy of the individual's curriculum vitae, current to the date of appointment.
 - For paid faculty: an appropriate draft appointment letter that specifies duties, responsibilities, salary, space assignment, etc. (appointment letter templates are posted in the Shared Folders under School of Medicine/hire letters).
4. The appointment must be approved by the Dean/Dean designate and renewed annually unless the individual is tenured or has a multi-year contract. Reasons for denial of an appointment by the Dean/Dean designate include but are not limited to:
- lack of sufficient evidence of autonomy (independence),
 - lack of contribution to the academic missions of the School of Medicine,
 - inadequate financial resources,
 - lack of appropriate space, and/or
 - nonalignment of the appointment with the strategic plans, initiatives and priorities of the School of Medicine.

Professional Categories:

SOM paid faculty and affiliated faculty must choose a professional category. These faculty and their department chairs must sign a written statement indicating the selection of a professional category, and the faculty's understanding of the criteria for promotion within the selected professional category. In the event of disagreement between the faculty member and the department chair regarding selection of professional category, the issue may be appealed to the Dean/Dean designate for resolution. In any event, professional category selection must be approved by the Dean/Dean designate and a copy filed in the Dean's Office.

Individuals awarded a faculty appointment in professional categories that have a "promotional clock" (e.g., Investigator, Clinician-Investigator, Clinician-Scholar) must have a realistic opportunity to be promoted within the requisite time period. Tenure track or in-residence appointments in the Investigator, Clinician-Investigator and Clinician-Scholar professional categories are time-limited and require promotion. The Medical Educator and Medical Researcher professional categories are in the in-residence track and do not have a promotional clock. The guidelines for promotion to senior rank and/or tenure are found in Appendix B of the Bylaws of the University of Connecticut School of Medicine.

The following are examples of how individuals may meet the above criteria given their specific duties, responsibilities, and activities. These examples are presented within the context of the current professional categories in the School of Medicine.

SOM Paid Faculty (Tenure track or In-Residence)

Investigator, Clinician-Investigator Faculty: An individual whose major activity is research could meet the above criteria in the following ways.

1. Evidence of completion of training: The individual has earned an advanced degree (e.g., Ph.D., M.D., D.M.D., etc.) and has completed any post-graduate or post-doctoral training. In general, the post-graduate or post-doctoral training period should be at least two years in length.
2. Autonomous function: The Individual must be able to function autonomously (independently) in their academic role. For example:
 - is an expert in a field of research.
 - is qualified to teach a particular topic, classroom session, course section, etc. without direct supervision.

- has a record of publication in peer-reviewed journals, and should be the first or corresponding author on some of the publications.
 - will be the principal investigator on research grants and projects, or in other ways clearly demonstrate intellectual and scientific independence. The Individual is not required to have pre-existing grant support to be eligible.
3. Meaningful contribution to the academic missions: Meaningful contribution should be clearly defined at the time the individual is proposed for appointment. For example:
- Teaching in the undergraduate medical curriculum, graduate school, in residency/fellowship programs, or in the lab (e.g., lecturer, conference leader, laboratory preceptor).
 - Participating in the activities of the department (e.g., departmental meetings, journal clubs).
 - Is a critical or required member of a research program and brings a unique contribution to that program.

Clinician Scholar: An individual whose major activity is the provision of clinical service could meet the above criteria in the following ways.

1. Evidence of completion of training: The individual has earned an advanced degree (e.g., Ph.D., M.D., D.M.D., etc.), and completed a post-graduate training program. *Note*: Chief residents and clinical fellows are considered trainees.
2. Autonomous function: The individual must be able to function autonomously (independently) in their academic role. For example:
 - is qualified to teach a particular topic, classroom session, course section, etc. without direct supervision.
 - is licensed and provides clinical service without supervision.
 - If publishes, is the first or corresponding author on some of the publications.
3. Meaningful contribution to the academic missions: Meaningful contribution should be clearly defined at the time the individual is proposed for appointment. For example:
 - Teaching in the undergraduate medical curriculum, graduate school, in residency/fellowship programs, or in the lab. (e.g., lecturer, conference leader, laboratory preceptor, attending). *Note*: If teaching is limited to precepting students and residents, at least 100 hours/year should be devoted to that activity.
 - Participates in the activities of the department (e.g., departmental meetings, journal clubs, grand rounds).
 - Makes a unique contribution to the clinical operation of UConn Health.

Medical Educator: An Individual whose major activity is related to education could meet the above criteria in the following ways.

1. Evidence of completion of training: The Individual has earned an academic degree. An advanced degree (e.g., Ph.D., M.D., D.M.D., etc.) is preferred but not required.
2. Autonomous function: The Individual must be able to function autonomously (independently) in their academic role. For example:
 - is qualified to teach a particular topic, classroom session, course section, etc. without direct supervision.
 - is the first or corresponding author on some of the publications.
3. Meaningful contribution to the academic missions: Meaningful contribution should be clearly defined at the time the individual is proposed for appointment. For example:
 - Teaching in the undergraduate medical curriculum, graduate school, or in residency/fellowship programs, or in the lab (e.g., lecturer, conference leader, laboratory

preceptor, attending). *Note:* If teaching is limited to precepting students and residents, at least 100 hours/year should be devoted to that activity.

- Participates in the activities of the department (e.g., departmental meetings, journal clubs, grand rounds).
- Makes a unique contribution to the educational mission of UConn Health.

Medical Researcher: An Individual whose major activity is related to research could meet the above criteria in the following ways.

1. Evidence of completion of training: The individual has earned an advanced degree (e.g., PhD, M.D., D.M.D.) and is able to function autonomously (independently) in their research capacity. This individual will have completed at least two years of post-graduate or post-doctoral training.
2. Autonomous function: The individual must be able to function autonomously (independently) in their academic role. For example:
 - is an expert in a field of research.
 - is qualified to teach a particular topic, classroom session, course section, etc. without direct supervision.
 - has a record of publication in peer-reviewed journals, including first and corresponding author publications.
 - is capable of contributing to research grant proposals as a PI, co-PI, or co-investigator.
3. Meaningful contribution to the academic missions that is clearly defined at the time the individual is nominated for appointment. For example:
 - Teaching in the undergraduate medical curriculum, graduate school, in residency/fellowship programs, or in the lab (e.g., lecturer, conference leader, workshop leader, clinical preceptor, laboratory preceptor).
 - Participates in the activities of the department (e.g., departmental meetings, journal clubs, and grand rounds).
 - Makes a unique contribution to the research mission of UConn Health.

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