Medical Center Line (MCL)

Cheryl Gore-Felton, Ph.D.
Associate Dean for Academic Affairs
Professor of Psychiatry and Behavioral Sciences
Criteria

- Role of MCL faculty is defined by engagement in the advancement of clinical medicine through:
  - Clinical care
  - Scholarly activity
  - Teaching
  - Administrative role (Associate Professor or Professor)
Criteria Continued

- All appointments, reappointments and promotions in the MCL are dependent upon **excellence** in the **overall mix** of contributions.

- Evaluation of faculty in the MCL is based on the apportionment of efforts in the overall mix of clinical, teaching, scholarship, and administrative roles.*

*Excellence in clinical care is required regardless of the proportion of commitment.*
Criteria Continued

For excellence in the overall mix of contributions:

- Assistant Professors should have the *promise* to attain *regional recognition*.

- Associate Professors should have *attained regional recognition*.

- Professors should have attained *national recognition*. 
How Do MCL Spend Their Time?

- Typically, MCL spend the majority of their time on clinical care and teaching.
- Expectations for the intensity of scholarly activity is tempered by clinical and teaching commitments and, for some, institutional service.
- All MCL should have a minimum of approximately 20% FTE protected time for scholarly research (particularly important for Assistant Professors).
MCL Appointment Terms

- **Assistant Professor**: generally 4-year initial term and 6 year reappointment; maximum of 10 years in rank.
- **Associate Professor**: generally 5-year appointments and reappointments with no limit on the number of reappointments.
- **Professor**: generally 5-year initial term; reappointment and promotion may be for a continuing term unless otherwise specified for a term of years.
MCL Continuing Term Appointments

- MCL faculty are not eligible for tenure and do not accrue time toward tenure by length of service.

- Reappointments or promotions to the rank of Professor are typically for a continuing term which provides security of appointment without requiring further formal reappointment.
Reappointment and Promotion Timeline

Reread offer letter & understand expectations
Study faculty handbook & understand criteria
Review relevant websites
Create an eportfolio to systematically record and track achievements

Attend promotion workshops
Meet frequently with mentor(s)
Meet with department chair annually to discuss progress toward promotion

Understand policies regarding promotion clock extensions
Prepare materials for reappointment review

Year 1
Year 2
Year 3
Year 4
Year 5
Year 6
Year 7
Year 8
Year 9
Year 10

Reappointment Review

Incorporate and act upon feedback from reappointment review

Mid-term counseling

Continue regular meetings with mentor(s)
Continue annual meetings with department chair
Initiate conversations with those recently promoted
Seek strategic advice from senior colleagues
Begin preparation of promotion package
Circulate CV and candidate’s statement for feedback

Submit promotion package

Promotion Effective