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)
• 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

1. Year 1
   - Reread offer letter & understand expectations
   - Study faculty handbook & understand criteria
   - Review relevant websites
   - Create an eportfolio to systematically record and track achievements

2. Year 2
   - Attend promotion workshops
   - Meet frequently with mentor(s)
   - Meet with department chair annually to discuss progress toward promotion

3. Year 3
   - Understand policies regarding promotion clock extensions
   - Prepare materials for reappointment review

4. Year 4
   - Reappointment Review

5. Year 5
   - Mid-term counseling

6. Year 6
   - 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

7. Year 7
   - Promotion Effective

8. Year 8

9. Year 9

10. Year 10

   Incorporate and act upon feedback from reappointment review