Clarification of the Academic Clinician Track

March 24, 2015

To: Perelman School of Medicine (PSOM) Faculty

From: J. Larry Jameson, MD, PhD, and Lisa M. Bellini, MD

Dear Colleagues,

We are pleased to report that the University Board of Trustees approved the changes to the Academic Clinician (AC) track on January 22, 2015, and that those changes will soon be incorporated into the University Faculty Handbook. Once available, we will provide you with the link to review.

This revision represents a collective effort by the Perelman School of Medicine (PSOM), Penn Veterinary Medicine, and Penn Dental Medicine over the past two years to clarify criteria for reappointment and promotion. As with the previous changes to the Clinician Educator (CE) track, the overarching goal has been to support the exceptional work conducted by our faculty across all of our mission areas by making pathways for career evolution more transparent and flexible.

Specifically, the revisions to the Academic Clinician track accomplish the following goals:

- The track was added for Penn Veterinary Medicine.
- Clarifies that AC faculty may serve in leadership roles in clinical programs.
- The reasons for nonrenewal of an appointment are revised to include inadequate engagement in teaching and loss of support for a role or responsibility.
- The cap on the percent of Academic Clinicians as a function of the standing faculty becomes parallel to the CE cap and increases from 20% to 70%.
- Individuals are eligible for promotion to Associate Professor after the completion of two reappointment cycles.
- Conversion language has been modified to be consistent with CE conversion language.

We greatly appreciate the faculty’s participation in the revision process, which will strengthen the recruitment and retention of outstanding faculty.

J. Larry Jameson, MD, PhD

Lisa M. Bellini, MD