

# Perelman School of Medicine Faculty Track Descriptions

Revised 12/19/18

	<b>Academic Clinician</b>	<b>Research</b>	<b>Clinician Educator</b>	<b>Tenure</b>
<b>Clinical activities (where applicable)</b>	<ul style="list-style-type: none"> <li>Expert clinicians with regional, national reputations</li> <li>Generally exceeds 20% effort</li> </ul>	NA	Outstanding clinical skills highlighted by leadership within an innovative or specific program or 'niche'	<ul style="list-style-type: none"> <li>Excellent clinical skills</li> <li>Clinical time can change depending on the level of extramural funding</li> </ul>
<b>Educational Roles</b>	Premier clinical teachers who exemplify outstanding teaching & role model aspirational educational skills	Minimal	Outstanding teachers including demonstrated skill in research mentorship	<ul style="list-style-type: none"> <li>Excellent teachers including demonstrated skill in research mentorship</li> </ul>
<b>Role in research</b>	May be integral contributor and collaborator	Collaborative and sometimes investigator-driven	<ul style="list-style-type: none"> <li>May drive, integrate, and innovate research on some projects</li> <li>May function as an integral member (externally recognizable) of a collaborative team.</li> </ul>	<ul style="list-style-type: none"> <li>Drives new areas of research and methods on most of their projects as PI or one of multiple PIs</li> <li>Collaborative and interdisciplinary research is encouraged when it is an extension of candidate's independent scholarship</li> </ul>
<b>Research effort</b>	<ul style="list-style-type: none"> <li>NIH funded research activity limited to 10% effort/funding</li> <li>Generally, may not be PI/co-PI/sub-investigator on NIH grants</li> </ul>	90-95%	<ul style="list-style-type: none"> <li>May be the PI on some grants, and Co-Investigator on others</li> <li>Effort will vary over career</li> </ul>	<ul style="list-style-type: none"> <li>Research is primary focus of position</li> </ul>
<b>Type of research funding</b>	<ul style="list-style-type: none"> <li>May serve as PI/co-PI/sub-investigator &amp; accept role specific support for non-federally sponsored clinical research and cooperative group trials</li> </ul>	Coinvestigator on extramural grants	<ul style="list-style-type: none"> <li>Funding not required but may have flexible and diversified portfolio of grants/funding from nonoperational sources (Federal, foundation, industry, gifts, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Full funding as PI on non-career development grants for most of career</li> <li>Federal and/or foundation, peer reviewed funding expected</li> </ul>
<b>Type of research</b>	Applied research that extends existing observations in a field and recruitment of patients into clinical trials	Research that extends existing observations in a field, or that drives a field in new directions	Research can include new observations or extend existing observations in a field	Research must define a new field or drive an existing field in new directions, as evidenced by the development of new principles, methods, or technology that substantially alters the genesis or application of information in that and/or other fields. *
<b>Research outcome</b>	optional but can contribute to reputation	High-impact original papers as either a project leader or collaborator	Original papers in peer-reviewed journals with identifiable focus and impact, as either collaborator or lead author. Chapters, reviews, alternative media can support but not substitute	Impactful science that demonstrates leadership and independence often leading to high-impact original papers that must clearly highlight the individuals' role in advancing the field. **
Types of scholarship				
Level of external citation		++	++	+++
Impact assessment		++	First/last author on some papers and the coauthor on others	Substantial body of impactful publications, often first or last author
<b>Reputation</b>	Regional	Associate- National Full- International	Associate-Regional/national Full- National/International	Associate- National Full- International

\*Any type of research can qualify, e.g., laboratory-based research, clinical research, public health research, bioethics research, or educational research. The branch or type of science (e.g., clinical vs basic research) represented by a faculty member's research program is not related to a specific track. What is important is the role they play in novel work that has a defined impact.

\*\*Papers that include name(s) of senior faculty members provide evidence of leadership if the junior faculty candidate for promotion is recognized from the comments of extramural reviewers or Penn faculty as the intellectual leader of the research effort. Promotion considerations should not inhibit junior faculty members from using or seeking productive collaborations with other members of the faculty.

+ = minimal      ++ = some/moderate      +++ = significant