

Academic Clinician—Part-time

Purpose

Appointments in the Academic Clinician track, including full-time and part-time, are for individuals whose primary responsibilities are in patient care and in the instructional programs of the University and not in research activities. Academic Clinicians are essential for assuring program stability and continuing excellence of patient care.

Appointment

Appointments will be regular part-time; i.e., they will be designated as a percentage full-time position, i.e., less than 50% time. Details of the schedule will be incorporated into the offer letter and academic plan and will be subject to renewal on an annual basis. The number of faculty in this track may not exceed 20% of the total number of full-time Academic Clinicians.

Title

Appointees in the Academic Clinician—Part-time track will hold modified titles of the form *Assistant Professor of Clinical (department)*. This title is to be written in full whenever used in documents, in listings of University personnel, or in correspondence. For the purpose of official University appointment records, the designation of *part-time* will be added to the title and *Academic Clinicians, Part-time* will be tracked separately from full-time Academic Clinicians.

Conditions of Employment

As is the case with other faculty categories, all Academic Clinicians—Part-time receive a clear statement of their conditions of employment.

Salary and Benefits

Academic Clinicians—Part-time salaries shall conform to Perelman School of Medicine policies. They have limited access to participation in University benefits programs and are generally not eligible for University contributions to benefits programs.

Professional Activity

Academic Clinicians, whether full-time or part-time, shall be required to devote their full professional time to activities on behalf of the educational and patient care functions of Penn Medicine. Academic Clinicians will not be permitted to devote any time to employment in extramural patient care. All patient-derived income of Academic Clinicians must be returned to and managed by the school.

They are expected to teach and will devote at least 10% of their adjusted effort to this activity. Excellence in teaching, including curriculum development, innovative teaching materials and methods, and mentoring of junior faculty, is also expected. Excellence in clinical practice, including innovation in delivery of care, quality improvement initiatives, and regional patient referral base is expected. They may participate in research, for example, by recruiting patients for research studies or publishing case reports or clinical experience; but research scholarship is not required and is not a criterion for promotion. The faculty member will be subject to University and UPHS policies on conflict of interest and extramural activities.

Rights and Privileges

Academic Clinicians—Part-time share in all of the rights and privileges of other full-time members of the Associated Faculty. They may vote in the Medical Faculty Senate. As Associated Faculty they may not vote on matters pertaining to tenure and CE faculty promotion nor on matters relevant to research.

Terms of Appointments

Ranks in the Academic Clinician—Part-time track will be at the Assistant Professor, Associate Professor, and Professor level. Appointment at the Assistant Professor will generally be for three years. Persons may serve as Academic Clinicians—Part-time at the Assistant Professor rank without limit of time through successive three-year appointments. A decision not to renew the appointment may be made for reasons including the following: 1) failure to maintain excellence in quality of clinical practice or teaching; 2) inadequate clinical productivity; 3) change in the clinical priorities of the Department or School. After a decision to terminate, an Academic Clinician—Part-time will have a terminal year of employment which may be the final year of the appointment if the terminal year notice is processed through the Provost before the end of the penultimate year of the current appointment period.

Faculty in the AC PT track may convert to full time status if a full time position is available and with the support of their department.

Requirements for appointment, reappointment and promotion will be the same as those for Academic Clinicians who are full-time.

Track changes

Faculty in the full-time Academic Clinician track or in the Clinician-Educator track may transfer into the Academic Clinician—Part-time track at any time with departmental support. Faculty members who transfer into the Academic Clinician—Part-time track are urged to consult with Human Resources concerning the impact on eligibility for participation in benefits programs.

Track Review

Perelman School of Medicine will work with the Office of the Provost to develop a plan to implement the Academic Clinician—Part-time track. The Academic Clinician—Part-time Track will be re-evaluated in year three and then re-evaluated every five years to ensure that it continues to meet the institutional goals of Penn Medicine and the University of Pennsylvania.

During the first 3 years, appointments in this track will be limited to conversions from other tracks.