

**Resolution on the  
Establishment of a Clinical Medicine Track in the College of Osteopathic Medicine  
Faculty Senate Professional Relations Committee  
June 6, 2011  
PASSED**

Whereas, the descriptions of faculty rank contained in the Faculty Handbook are well suited to the activities of most Ohio University teaching personnel, but do not describe the roles of physician teaching faculty in the College of Osteopathic Medicine;

Whereas, in order to appropriately assign Medical and teaching duties to practicing physician faculty members, a Clinical Medicine Track, primarily devoted to patient care and the Medical educational mission of the College of Osteopathic Medicine, is needed;

Whereas, medical faculty tracks are present at the vast majority of American medical schools and such a track is found equally at public and private institutions. (Source: *The Ohio State University College of Medicine and Public Health, 2004*);

Whereas, the absence of a Medical Faculty Track adversely affects OU-COM's ability to hire physician faculty, particularly women and minorities;

Whereas, recruitment of Master Physicians to train the next generation of doctors at OUCOM requires a faculty category other than the listed Group I-IV in the faculty handbook;

Whereas, OUCOM proposes that a new designation of Clinical Medicine Track faculty be approved for physicians who will primarily engage in teaching/mentoring student physicians and residents and providing medical care to patients affiliated with UMA and/or other OUCOM affiliated health facilities including Hudson Health Center;

Whereas, Tenure Track faculty members cannot adequately satisfy the intensive need for continuity of care for patients and the training of medical students in the clinical setting due to significant research and teaching expectations, the Clinical Medicine Track faculty will create a practice environment that accommodates the broad scope of activities required of Tenure Track Medical faculty;

Whereas, a mechanism for promotion is necessary to attract and retain non-tenure line Clinical Medicine Track faculty members;

Be it resolved that a designated faculty classification of Clinical Medicine Track Medical Faculty be created.

### 3. Classification of Faculty

3.e. Clinical Medicine Track Medical Faculty consists of physician faculty members who hold Medical faculty teaching contracts with the College of Osteopathic Medicine and who practice medicine in University Medical Associates or another practice formally affiliated with the college.

1. Clinical Medicine faculty are primarily hired to mentor/teach student physicians/Physician Residents and provide medical services at OUCOM and/or OUCOM affiliated healthcare facilities. Clinical Medicine faculty receive 12 month renewable contracts with extensive periodic reviews.
2. Clinical Medicine Faculty must be evaluated annually by the department Chair based on OUCOM guidelines.
3. Extensive reviews are performed at the 2<sup>nd</sup> and 5<sup>th</sup> anniversaries of initial appointment and every four years thereafter, with all stated benefits. Extensive reviews will be completed by a departmental committee with input from Chairs, and then sent on to the Dean for action of renewal or non-renewal.
4. Clinical Medicine Faculty members may be employed on the basis of full-time or part-time appointments.
5. Clinical Medicine Faculty members may negotiate a shift from a full-time to a part-time appointment, or from a part-time to a full-time appointment.
6. Percentage distribution of scholarship, teaching, and service responsibilities are negotiated with the department chair at the time of hire in the letter of offer and annually as appropriate to meet the needs of OUCOM.
7. Clinical Medicine Faculty may be promoted (without tenure) to Assistant Professor of Clinical Medicine, Associate Professor of Clinical Medicine, and Professor of Clinical Medicine as appropriate.
8. Faculty holding a Clinical Medicine Track position are eligible to apply for tenure track positions when they become available. The criteria for rank determination in the Clinical Medicine Track and the Tenure Track differ. Hence, a faculty member's rank in the Clinical Medicine Track is not necessarily transferable to the Tenure Track.
9. Tenure Track faculty are permitted to petition for a one time transfer to a Clinical Medicine Track position no later than the end of their third year. In order to make a transfer, interested faculty need to demonstrate that they are good candidates for a Clinical Faculty position. A petition to transfer must originate with the faculty member and be approved by the Department Chair, the Dean, the Provost, and the Department's Promotion and Tenure Committee. In the event of a non-approval, a faculty member has a right to appeal. The appeal process parallels the process for grievance appeal as outlined in II.G of the Faculty Handbook. Once a transfer is completed, the faculty member is not eligible to transfer back to a Tenure Track position.