

Faculty tracks in the Department of Medicine

The Department COAP will appoint and advance faculty in one of five promotion tracks (one tenure and four non-tenure) approved by the School of Medicine. These tracks identify career pathways that satisfy the intellectual diversity of a university faculty while serving as a framework for academic success. Faculty members are guided by the Department's expectations of a particular track. Division Directors are responsible for recommending appointing or reappointing of faculty to a particular track and reviewing the appropriateness of that track during regular intervals of faculty evaluation at the Division level. Faculty may request a change in tracks following consultation with the appropriate Division Director and approval of the Department Chair and in keeping with the rules of the School of Medicine. Change of track confers change in evaluation criteria.

Basic Science Investigator/Physician-Scientist Investigator. Faculty who spend the majority of their time in extramural-funded research with the intent to develop independent research programs are designated as Basic or Physician-Scientist and appointed with the intention to be promoted to Associate Professor or Professor level with tenure according to the School policy. Faculty in this track will be titled as Assistant Professor, Associate Professor, or Professor of Medicine. This is a tenure track.

Basic Science Investigator/Physician-Scientist Investigator is used for faculty with major efforts in research and teaching. Please note that documentation for promotion or reappointment for this category of faculty will require comments (completed form) from the mentoring committee chair for instructor and assistant professor. If reappointment, the candidate should submit mentorship committee chair comments from each year.

All reappointments will be reviewed by COAP at intervals deemed appropriate by the Chair. Basic Science Investigators/Physician-Scientists are initially appointed as Assistant Professor for 3 years, with the first reappointment being 2 years, and subsequent reappointments occurring annually to ensure mentoring until promotion to Associate Professor. Faculty members appointed to Associate Professor or Professor in the Basic Science Investigator/Physician-Scientist track but not yet tenured will be reviewed annually until tenure is achieved. Mandatory review for promotion or tenure conversion will follow all School of Medicine rules and obligations, as required by Vanderbilt University.

Basic Science Educator/Clinician Educator. Basic science faculty who devote major efforts to teaching and service should be appointed to the Basic Science Educator Track. Clinician faculty who spend the majority of their time in clinical practice or practice-related activities (typically 80%) and who also teach and/or perform some clinical research should be appointed in the Clinician Educator track. Faculty whose research is in the area of clinical epidemiology/trials and biostatistics may, on occasion, be appointed in the Clinician Educator track. This is particularly appropriate if their research is related to work on clinical trials or patient-oriented clinical outcomes that require substantial clinical activities, and they are not expected to be independent principal investigators. Faculty in this track will be titled as Instructor, Assistant Professor, Associate Professor, or Professor of Medicine.

This is a non-tenure track appropriate for faculty with major efforts in teaching and service.

Research Track. Faculty with few or no clinical responsibilities who will spend most of their time in research activities but are not expected to be independent principal investigators will be appointed to the Research Track. These advanced Research faculty require faculty appointment for extracurricular grant purposes, generally serving as co-investigators. Faculty in this track will be titled as Research Instructor, Research Assistant Professor, Research Associate Professor, or Research Professor of Medicine. This is a non-tenure track.

The Research Track is appropriate for faculty involved in time-limited research programs with minimal to no teaching responsibilities.

Clinical Practice Track. Faculty who are full-time clinical practitioners contributing to important clinical programs of the Department, participate in teaching programs of the Department in small and variable amounts, and receive compensation primarily for clinical effort through the Department of Medicine will be appointed to the Clinical Practice Track. Faculty in this track will be titled as Instructor, Assistant Professor, Associate Professor, or Professor of Clinical Medicine.

This is a non-tenure track. The Clinical Practice Track is primarily for faculty whose primary contributions are to the clinical service mission of Vanderbilt University Medical Center.

Adjunct Faculty. Faculty who teach part-time without compensation, if qualified, can be appointed to the Adjunct Faculty. Clinical faculty in this track will be titled as Clinical Instructor, Assistant Clinical Professor, Associate Clinical Professor, or Clinical Professor of Medicine. Non-clinical faculty in this track will be titled as Adjunct Instructor, Adjunct Assistant Professor, Adjunct Associate Professor, or Adjunct Professor of Medicine. This is a non-tenure track. The title is appropriate also for part-time faculty members whose main base is another institution in the Nashville area.

Assistant/Associate Track is for faculty whose discipline is not formally represented in the departmental organization of the Vanderbilt University School of Medicine (e.g. social work, nursing) but contributes to the mission of the school. Faculty in this track will be titled as Assistant or Associate in Medicine.