

## Frequently Asked Questions – DMS Professional-Track Promotion Policy

### General Overview:

Regular faculty at Dell Med will be designated as tenured, tenure-track, or professional-track (previously known as non-tenure track) at the time of their initial appointment. Professional-track faculty will be designated as either being in the Clinical Professor title series or the Professor title series.

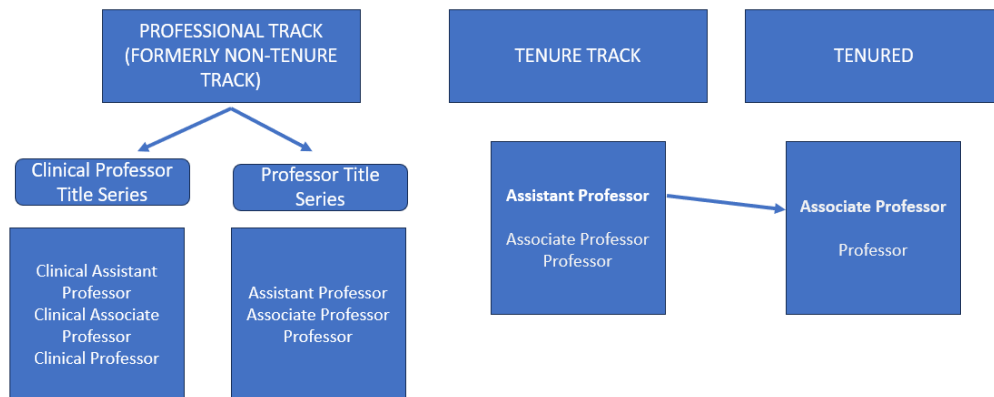
**What is a promotion “track”?** There are two tracks, the tenure-track and then a track for faculty who are not either on the tenure-track or tenured, which is referred to as the professional-track.

### What is the “Professional-Track”?

New terminology for what was previously known as “non-tenure track”. This new terminology aligns with the rest of the UT campus.

**What is a “title series”?** Titles refer to faculty rank titles, such as Assistant Professor, Associate Professor, and Professor. At Dell Med, there are two title series within the professional-track, the Clinical Professor title series and the Professor title series.

## Tracks and title series



### What is the “Clinical Professor title series”?

A new title series created by Dell Med under the professional-track is meant to provide a pathway for educators, clinicians and research scientists to be recognized for their scholarly work, expertise, and contributions to the school and University. Dell Medical School supports and encourages its faculty in these activities, recognizing that most of its faculty will have clinical or other obligations that make progression on the tenure-track impracticable. Professional-track faculty are the backbone of the medical school’s teaching, education, clinical, and community service missions who the school wishes to recognize through attainment of and progression through professional-track academic rank outside of the traditional expectations of the tenure-track process.

**What are the differences between the “Professional-Track Clinical Professor title series”, the “Professional-Track Professor title series”, and Tenure-Track/Tenured appointments?**

- Professional-Track Clinical Professor title series: Faculty appointed to this title series (Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor) are expected to demonstrate **active participation in academic and educational missions** of Dell Med and **active engagement in scholarly activities** that derive from and support clinical, teaching, and professional service activities. In this title series, scholarship is defined broadly and peer-reviewed publications are not required, although they are encouraged for the rank of Clinical Professor. **No geographic reputation is required.**
- Professional-Track Professor title series: Faculty appointed to this title series are expected to **play an active and sustained key role in a program of scholarship** in an area of expertise, which **includes traditional outputs of scholarship** (e.g., peer-reviewed publications) and **garners a reputation beyond the University.**
- Tenure-Track/Tenured: Faculty appointed to this track are expected **to drive a program of scholarship** which includes a **body of original peer-reviewed publications that garners a reputation beyond the University.** Most tenure-track and tenured faculty will thus have research as the primary focus of their activities.

**What are the main differences between a tenured/tenure-track or professional-track appointment?**

- The geographic reputation expectation
- The type of scholarship that is required for promotion
- Areas of Excellence/Review:
  - Professional-Track faculty:
    - Require evaluation in a designated Area of Excellence (Clinical Expertise, Educational Leadership, or Investigation and Inquiry) and of their additional contributions to the academic enterprise that do not fall under their designated Area of Excellence.
    - Evidence of clinical expertise is required of all faculty engaged in clinical care, either as the designated Area of Excellence or as a part of additional contributions to the academic enterprise. Clinical expertise is reviewed only for faculty who provide clinical services.
    - Activities in the area of Academic and Professional Service that faculty are engaged in that do not fall within their designated Area of Excellence must be included as a part of additional contributions to the academic enterprise.
  - Tenure-Track and Tenured faculty:
    - Require evaluation in their designated Area of Excellence (Clinical Expertise, Educational Leadership, or Investigation and Inquiry) and a strong record of accomplishments in all remaining areas of review.
    - Academic and Professional Service is an Area of Review, but may not be designated as an Area of Excellence.
    - Clinical Expertise is reviewed only for faculty who provide clinical services.

**Is Healthscape/Community Engagement an Area of Excellence/Area of Review?**

No, Healthscape/Community Engagement is no longer an Area of Excellence/Area of Review.

Community-facing scholarship and practice is now embedded as a domain under the Areas of Excellence: Clinical Expertise, Educational Leadership, and Investigation and Inquiry.

**Why is Healthscape/Community Engagement no longer an Area of Excellence/Area of Review?**

Healthscape and related community engagement activities are foundational and cut across clinical, educational, and research pillars. The revised promotion policy recognizes the value of this work and its cross-cutting nature and creates a mechanism for community-facing scholarship and practice activities to be included under the Areas of Excellence and Areas of Review or, for professional-track faculty, other contributions to the academic enterprise.

**When are faculty officially designated in the Clinical Professor title series or Professor title series?**

At the time of their initial appointment, after discussions with your department chair, and/or no later than March 1st preceding the fall in which the promotion case is reviewed by the Dell Med APT Committee. A faculty member is officially a candidate for promotion once external reviews for promotion have been solicited.

**Can I change titles series and/or tracks?**

Changes made to a track or title series are made by a formal request from the department chair, following consultation with the faculty member, for consideration by the Dell Medical School Appointment, Promotion, and Tenure Committee.

Faculty members who move from tenure-track to professional-track (and vice versa) are not eligible to change tracks a second time outside of the promotion review process.

**Changing Title Series Within the Professional-Track**

Title series *changes* are distinct from *designation of title series*, which occurs at the time of initial appointment and/or hire.

Professional-track faculty may change title series within the professional-track outside of the faculty promotion process, if merited, as evidenced by the fundamental philosophy, principles, and expectations outlined for the professional-track title series. Current policy allows for faculty to change title series without an absolute limitation on the number of title series changes that can be made.

Professional-track faculty members in the rank of assistant or associate professor may be moved to the clinical assistant or clinical associate title series, respectively, if merited as evidenced by the fundamental philosophy, principles, and expectations for faculty promotion as outlined for this professional-track title series.

Professional-track faculty members in the rank of clinical assistant or clinical associate professor may be moved to the professional-track assistant or associate professor title series, if merited, as evidenced by the fundamental philosophy, principles and expectations for faculty promotion as outlined for this professional-track title series.

**\*The process for title series changes is currently under development by the Office of Faculty Academic Affairs.**

**Time in Rank Within the Professional-Track**

If a professional-track faculty member is reclassified from one title series (within the professional-track) to another title series (within the professional-track) during their career at UT Austin, then the number of effective years in rank is not reset at the time of a reclassification.