

**Summary: Three Major Appointment Types in SDM and Requirements for Promotion**

	<b>TYPE OF APPOINTMENT</b>		
	<b>Academic</b>		<b>Clinical/Non-Academic</b>
	Tenure	In-Residence	Clinical
Nature of Track	Academic Emphasis <ul style="list-style-type: none"> <li>• Publication</li> <li>• Independence</li> <li>• Contribution to field</li> <li>• National reputation</li> <li>• Funding</li> </ul>	Not primarily directed toward academic interests/career <ul style="list-style-type: none"> <li>• 1-Year recurrent appointments</li> <li>• Can precede entry into Tenure Track</li> <li>• May have academic expectations</li> </ul>	Non-academic, clinical appointment <ul style="list-style-type: none"> <li>• Established in 2004; non-academic profile (Clinical Instructors, Team Leaders, Part-time clinicians)</li> <li>• Clinical care and/or Clinic teaching/preceptorship Emphasis</li> </ul>
Faculty Subtracks & Effort Profiles <sup>a</sup>	Dentist Scientist/ Research Scientist <ul style="list-style-type: none"> <li>• Teaching 20%</li> <li>• Research 50%</li> <li>• Service 15%</li> <li>• Other Acad Activity 15%</li> </ul> Clinician Scholar <ul style="list-style-type: none"> <li>• Teaching 50%</li> <li>• Service 15%</li> <li>• Other Acad Activity 35%</li> </ul>	Dentist Scientist/ Research Scientist <ul style="list-style-type: none"> <li>• Teaching 20%</li> <li>• Research 50%</li> <li>• Service 15%</li> <li>• Other Acad Activity 15%</li> </ul> Clinician Scholar <ul style="list-style-type: none"> <li>• Teaching 50%</li> <li>• Service 15%</li> <li>• Other Acad Activity 35%</li> </ul>	Clinician <ul style="list-style-type: none"> <li>• e.g. Patient Care @ 95% and Teaching or Inst Svc @ 5%</li> </ul>
Faculty Ranks	Assistant Professor Associate Professor Professor	Asst Professor In-Residence Assoc Prof In-Residence Professor In-Residence (* term "Clinical" not used)	Clinical Instructor Clinical Asst Professor Clinical Assoc Professor Clinical Professor
May be Part-Time <sup>f</sup>	No	Yes <sup>f</sup>	Yes <sup>f</sup>
May switch tracks <sup>b</sup>	Yes (one time)	Yes (one time)	Yes (one time)
Timeline for Promotion <sup>c</sup>	9 Years – Promotion to Associate Professor	9 Years – Promotion to Associate Professor	None
Criteria for Promotion <sup>d</sup>	Scholarship <ul style="list-style-type: none"> <li>• Research                             <ul style="list-style-type: none"> <li>○ Publications</li> <li>○ Progress as Scientist</li> <li>○ Contributions to Field</li> <li>○ Independence</li> <li>○ Funding</li> </ul> </li> <li>• Teaching</li> <li>• Health Care &amp; Service</li> <li>• Mentorship</li> </ul>	Scholarship <sup>e</sup> <ul style="list-style-type: none"> <li>• Teaching</li> <li>• Health Care &amp; Service</li> <li>• Research                             <ul style="list-style-type: none"> <li>○ Publications</li> <li>○ Progress as Scientist</li> <li>○ Contributions to Field</li> <li>○ Independence</li> <li>○ Funding</li> </ul> </li> <li>• Mentorship</li> </ul>	<ul style="list-style-type: none"> <li>• Health Care &amp; Service</li> <li>• Teaching</li> </ul>

<sup>a</sup> Distribution of Effort may differ for individual faculty. Refer to Letter of Appointment for specific effort allocations.

<sup>b</sup> In-residence faculty may switch to tenure track in consultation with, and agreement by, the Dean. Tenure track faculty may likewise switch to the in-residence track. Clinical Faculty may switch to In-Residence or Tenure track in consultation with, and agreement by, the Dean. In-Residence or Tenure track faculty may not switch to a Clinical appointment.

<sup>c</sup> The clock may be stopped for medical or maternity leave, or for other reasons with agreement of the Dean. The clock may be reset upon a change in appointment, with agreement of the Dean.

<sup>d</sup> Criteria for promotion presented are general guidelines. Specific criteria will differ for individual faculty members. Faculty with either Tenurial or In-Residence appointments are expected to show some degree of scholarship, including publications. In-residence faculty are not expected to demonstrate the same breadth or depth of scholarship as tenure-track faculty.

<sup>e</sup> For In-Residence, emphasis within scholarship will depend on appointment specifics and major assigned efforts.

<sup>f</sup> Part-time faculty carry the term "adjunct", e.g. Adjunct Associate Professor In-Residence.