

College of Human Medicine Faculty Track Definitions

Tenure System (TS)

The tenure system faculty are paid directly by MSU and include the ranks of Assistant Professor, Associate Professor & Professor. The tenure system track consists of both tenured faculty and faculty without tenure who are in the process of completing a required multi-year probationary period. A tenure appointment is for an indefinite period without a terminal date. The enhancement of research, outreach and education are the primary focus of positions in this track with a strong emphasis on research and scholarship that is imperative at a research-intensive, land grant university. These appointments exist in the clinical and basic sciences departments.

Fixed Term System/HP/Non-Prefix

Fixed term faculty consist of both Ph.D and clinician faculty that may or may not be paid directly by MSU. All fixed term faculty provide significant support to the college and are integral to the teaching, research and outreach mission of the college. Faculty may have a collaborative research relationship; an administrative position in the college such as a clerkship director or course director; or significant involvement in a CHM affiliated residency. Fixed Term faculty are appointed on a renewable basis with variable lengths in appointment time. Ranks include Instructor, Assistant Professor, Associate Professor and Professor. Fixed term faculty can be found in the clinical and basic sciences departments in addition to other units as needed.

The Health Programs (HP) Appointment System consists of clinician faculty who are paid directly by MSU and they work within MSU's Health Team. HP faculty provide essential support to the college and focus on expanding and enhancing programs in clinical education, patient care service, clinical research and community outreach. Faculty ranks consist of Assistant Professor-HP, Associate Professor-HP and Professor-HP. Faculty resources are supported through a combination of patient care income and other clinically and service related revenues. The length of appointment is usually a three to five year period on a renewable basis.

Clinical/Adjunct Faculty System (Clinical/Adjunct Prefix)

Clinical and Adjunct faculty provide significant support to the educational mission of the college and/or other areas integral to the college mission. Faculty in this track usually volunteer their educational services and their primary responsibility and income is outside the unit in which the appointment is made. The clinical prefix is used for faculty who have a medical degree and include the prefix "clinical" in their rank such as Clinical Assistant Professor, Clinical Associate Professor and Clinical Professor. The adjunct prefix is used for faculty who do not have a medical degree and include the prefix "adjunct" in their rank such as Adjunct Assistant Professor, Adjunct Associate Professor and Adjunct Professor. These appointments are annually renewable with variable lengths in appointment time. Clinical and Adjunct faculty can be found in the clinical and basic sciences departments in addition to other units as needed.

Web-Sites

Faculty Handbook: <http://www.hr.msu.edu/HRsite/Documents/Faculty/Handbooks/Faculty/FacHandIndex.htm>

Tenure Faculty: <http://www.hr.msu.edu/HRsite/Documents/Faculty/Handbooks/Faculty/AcademicPersonnelPolicies/iv-granttenure>

Health Programs Faculty Handbook: <http://www.hr.msu.edu/HRsite/Documents/Faculty/Handbooks/Faculty/Health/>

Fixed Term Faculty: <http://www.hr.msu.edu/HRsite/Documents/Faculty/Handbooks/Faculty/AcademicPersonnelPolicies/ACADEMIC+PERSONNEL+POLICIES+--+FIXED-TERM+APPOINTMENT.htm>

Clinical/Adjunct Faculty: <http://www.hr.msu.edu/HRsite/Documents/Faculty/Handbooks/Faculty/AcademicPersonnelPolicies/iv-adjunct.htm>