FAQ’s: 2017 Changes to Faculty Standards and Criteria

1) What has changed?

Our overarching goal was to simplify, streamline and standardize the criteria across all of the tracks and ranks. We also aimed to give departments flexibility in defining their own metrics for meeting the criteria. The changes reflect the recommendations of the task force and working groups charged with proposing revisions to the standards and criteria. The major changes include:

- Renaming the “Clinical Voluntary” track the “Clinical” track

- Changing the titling for the Clinician Educator Track from (Clinical) as a suffix to Clinician Educator as the suffix, following the department name

  Old:  Professor of Medicine (Clinical)
  New:  Professor of Medicine, Clinician Educator

- Including collaborative research and team-based science at the Associate Professor and Professor ranks for the Research Scholar Track

- Including collaborative research and team-based science at the Professor rank for the (Research) Track where the contribution should be substantive and distinct

- Including mentoring and advising as teaching activities for all tracks

2) I do a great deal of advising and mentoring and want to change tracks from (Research) to Research Scholar Track. What do I need to do?

You will need to get in touch with your Department Chair and/or Department Administrators to start the process.

You will need to provide your department with an updated CV. Please complete the track change form with evidence of teaching/advising and/or mentoring including lists of mentees or advisees, student evaluations, evaluations from CME courses you may have taught, or evaluations from conference presentations.

For the upcoming academic year (AY17-18), we will consider requests for a track change up to May 1, 2017. Your appointment, if approved by your Department and the Dean, would be effective July 1, 2017. There will be no mid-year appointment changes.

Associate Professor and Professor track changes from the (Research) to the Research Scholar Track must take place by March 31, 2018 (for a July 1, 2018 effective date) for the streamlined departmental review and approval. After this date, requests for these track changes will need to go through CMFA review.

Revised 2/2/2017
If you are a junior faculty member, your “clock” will start when you begin your appointment in the Research Scholar Track. Please note: if you are switching to the Research Scholar Track, you will be subject to the “up or out” rule.

3) How will this affect my employment with a hospital, foundation or other Brown-affiliated entity?

Your faculty appointment is separate from your contract with your employer.

4) Do these changes make it more difficult to get promoted in any one track?

No. The changes were made to clarify the language used to describe the criteria in each track and these have remained the same/consistent. The major changes include the expanded definition of “teaching” to encompass the work that faculty do in mentoring/advising students, postdocs and residents and that collaborative research is included in the criteria for the research tracks at senior ranks.

5) How can I tell if I’m on the right track?

The metrics for each senior rank and track are posted on the BMFA website and contain useful guides for each. In addition you must also adhere to your more specific departmental standards and criteria for promotion.

6) I’m on the Clinician Educator track and I just ordered new stationary/business cards. With the change in titling, do I need to get rid of these?

No. You can continue to use up any supplies with the old title. Please be aware, though, that Brown University’s records will be updated and your new title and this will be reflected in Researchers@Brown on or about July 1, 2017.

What is new, by rank and track:

**Teaching Scholar Track, all ranks**

- Mentoring and advising have been included as teaching activities

**Research Scholar Track, Associate Professor**

- Mentoring and advising have been included as teaching activities
- Participation in a collaborative research program meets the criteria for appointment or promotion

**Research Scholar Track, Professor**

Revised 2/2/2017
• **Mentoring and advising** have been included as **teaching activities**
• Participation in a **collaborative research program** meets the criteria for appointment or promotion; contribution to a collaborative research program must be substantive and distinct

**Research Track, Associate Professor**

• Participation in a **collaborative research program** meets the criteria for appointment or promotion

**Research Track, Professor**

• Participation in a **collaborative research program** meets the criteria for appointment or promotion; contribution to a collaborative research program must be substantive and distinct

**Clinical Track, all ranks**

• **Voluntary** has been dropped from the track name

**Clinician Educator, all ranks**

• **(Clinical)** has been dropped from the title; titles now include the suffix **Clinician Educator**
  (example: Associate Professor of Medicine, Clinician Educator)