The Dell Medical School seeks to align faculty participation and contributions, grouping all affiliate faculty into one category rather than a faculty status with three ranks requiring periodic review for promotion. Any faculty who believes that their contributions are not in alignment with this designation have the opportunity to meet with their Chair to discuss the appropriateness of transitioning their faculty appointment to a non-tenure track appointment that allows for promotion.

Policy

Dell Medical School understands that affiliate faculty members play a critical role in helping Dell Medical School achieve its goals. Affiliate faculty members provide an enriching, quality educational experience for Dell Medical School trainees, provide expertise and diversity to accomplish Dell Medical School’s clinical mission, and add breadth and an interdisciplinary aspect to Dell Medical School’s research, innovation and service missions.

Service as an affiliate faculty member is on a voluntary basis only and without any promise, expectation or receipt of compensation by or from the university. All service must be performed at the request of, and for the benefit of the university, and is at all times subject to control by the university. The university shall not have or exercise any control or direction over the practice of medicine by any affiliate faculty member or the medical judgment of any affiliate faculty member as it relates to the diagnosis or treatment of any disease, disorder, physical infirmity or injury. Affiliate faculty members are responsible for obtaining (and maintaining) their own individual professional medical liability policies; affiliate faculty members are not covered under UT System’s Professional Medical Liability Benefit Plan and are ineligible for coverage and not covered under UT System’s Worker’s Compensation Insurance and Unemployment Compensation Insurance programs. The university may require satisfactory proof of an affiliate faculty member’s current professional medical liability coverage.

Affiliate faculty members must show an alignment with Dell Medical School’s mission by demonstrating commitment to:

- Improving health in our community as a model for the nation;
- Evolving new models of person-centered, multidisciplinary care that reward value;
- Accelerating innovation and research to improve health;
- Educating leaders who transform health care; and
- Redesigning the academic health environment to better serve society.

Areas of Excellence

Faculty will distinguish themselves in one of the four areas of excellence described below in which they will provide contribution.


**Educational Leadership** Enable the provision of exceptional training, mentoring or curricular development and provide fair and committed support for learners.

This category is appropriate for candidates who spend the majority of their time on educational activities. Educational activities are broadly defined as including: didactic teaching of students, residents, clinical fellows, research fellows and peers; research training and mentorship; clinical teaching and mentorship; and administrative teaching leadership roles.

**Clinical Expertise**
Enable the delivery and measurement of innovative and value-focused care, demonstrating alignment with Dell Medical School’s clinical mission.

This category is appropriate when a candidate’s academic activities, scholarship and achievements are primarily clinical in nature. The faculty member appointed in this category is a leader in a clinical field and known for innovation in approaches to diagnosis, treatment, or prevention of disease, applications of technology to clinical care, or in developing models of care delivery.

**Community Engagement**
Enable the building of a model healthy community with an emphasis on social determinants of health, in alignment with Dell Medical School’s mission.

This category is appropriate for candidates who are engaged in community-based program development or participatory research. Faculty contributions may include the innovative development, implementation and/or evaluation of practices and/or policies that measurably improve the health of a community.

**Investigation and Inquiry**
Enable the development of a rich multidisciplinary environment for research, bringing distinct skills or resources to advance the impact of research associated with Dell Medical School and The University of Texas at Austin.

This category is for candidates who spend the majority of their time performing basic, translational, or clinical research. Topics of investigation may include epidemiology, outcomes and health services research, ethics, bioinformatics, biostatistics or health economics, among others.

**Faculty Reappointment and Status Change**
Reappointment or change of status from Affiliate to Regular series may be desired or warranted. Any faculty who believes that their contributions are not in alignment with this designation will have the opportunity to meet with their Chair to discuss the appropriateness of transitioning their faculty appointment to a regular non-tenure track appointment that allows for promotion. This will occur at the discretion of the department chair and require approval of the Appointment, Promotion and Tenure Committee and the Executive Vice Dean of Academics. A request to change faculty status requires the completion of a new faculty application with supporting documents and review of applicant credentials.

**Faculty Professional Development and Service Requirements**
Affiliate faculty members must engage in faculty professional development-related activities and provide substantive service to Dell Medical School. Examples of faculty professional development may include, but are not limited to, developing and completing online modules, organizing and/or
attending department-specific conferences, developing and/or participating in education development offerings. Examples of service to the medical school include participating in department or university-wide committees, being actively involved in clinical case management and/or participating in or providing support to admissions-related issues. The required faculty development and the extent of service rendered on behalf of the university by an individual affiliate faculty member shall be determined by the department chair and the affiliate faculty member seeking or holding an appointment. The role and required level of faculty development and service shall be specified in writing by the department chair.

**Performance Evaluation, Remediation and Renewal**

The expected contribution and performance of affiliate faculty members shall be specified in writing by the Department Chair. The contribution and performance of affiliate faculty members must be evaluated for renewal of his/her appointment no less frequently than every three (3) years. The final results of the evaluation shall be communicated to each faculty member by the department chair in writing and shall advise the faculty member of any areas that need improvement. *(HOP 2-2160)*

Formal letters of reappointment must be rendered every three years. An affiliate faculty appointment that is not renewed within three (3) years after being granted is deemed terminated without the need for notice or other action by the university, per the letter of appointment. No non-tenured member of the faculty may expect continued appointment beyond the period of his or her current appointment as approved by the Board of Regents.

**Adherence to University Policy**

Faculty members of Dell Medical School are expected to adhere to the Standards of Conduct and are entitled to the privileges offered by the University of Texas at Austin which are outlined as outlined in Attachment A for 2-9991-PM: [https://www.policies.utexas.edu/content/attachment-2-9991-pm-information-new-tenured-and-tenure-track-faculty-members](https://www.policies.utexas.edu/content/attachment-2-9991-pm-information-new-tenured-and-tenure-track-faculty-members) and Attachment B for 2-9991-PM: [http://www.policies.utexas.edu/content/attachment-b-2-9991-pm-information-new-non-tenure-track-faculty-members](http://www.policies.utexas.edu/content/attachment-b-2-9991-pm-information-new-non-tenure-track-faculty-members).

The university will conduct a criminal background check (including a sex offender registration check) on candidates applying for an affiliate faculty position. Any such background check will be conducted in compliance with federal and state laws and UT System and UT Austin policies. See *HOP 5-1140* for more information regarding the university’s criminal background check procedures.

Failure to adhere to any university policy or procedure may result in the immediate loss of the affiliate faculty member’s affiliate appointment. Because affiliate faculty members are not employees, *HOP 2-2310* (“Faculty Grievance Procedure”) may not be used or relied upon by affiliate faculty members.

**Use of Registered Trademarks and Prohibition of Advertisement of University Affiliation**

The university prohibits the unauthorized use of its registered trademarks, including trademarks associated with Dell Medical School, The University of Texas at Austin, The University of Texas, University of Texas, or UT Austin.

In addition, in general, affiliate faculty members are prohibited from using their affiliation with the university or Dell Medical School to market or otherwise advertise their private practice, including in any written or oral advertisement, brochure, flyer, business card, email signature, letterhead or any other materials. Affiliate faculty members may cite their affiliate faculty appointment title in their curriculum vitae and in scholarly articles published in professional journals.

**Link to Affiliate and Regular Faculty Appointment Comparison**
Link to Logo Use Policy