Regular Faculty are defined as tenured, tenure-track, non-tenure track faculty.

Policy
Dell Medical School expects all regular faculty to be active scholars with vital contributions in research, curricula, publication, and care redesign and/or in other areas of innovation and service. The terms and conditions of employment of all faculty members shall be embodied in a Memorandum of Appointment. A separate document outlines requirements for affiliate faculty.

Regular faculty must align with the Dell Medical School 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.

Regular faculty rank will be conferred based on the evaluation of specific criteria, including the magnitude and the quality of the contributions, and/or specific services rendered. Professorial titles will be followed by “of Department Name”.

**Instructor**
- Assistant Professor of (department)
- Associate Professor of (department)
- Professor of (department)

Areas of Excellence
Faculty will distinguish themselves in one of the four areas of excellence described below in which they will provide contribution. Scholarship is defined as the creation and dissemination of new knowledge. Regular faculty are expected to continuously advance scholarship in his/her areas of expertise, while expectations for scholarship of affiliate faculty are less rigorous. Regular faculty will generally devote significant effort to scholarship for which they are accountable to Dell Medical School.

**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 his/her 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.

Faculty in the Educational Leadership area of expertise typically spend at least 60% of his/her time teaching in clinical venues.

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 promoted 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 his/her 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.

Rank
Initial appointment as regular faculty member will be based on, amongst other things, the candidate’s prior professional accomplishments, as identified and described by rank. Promotion within a specified area of excellence will be based on and evaluated according to similar guidelines and criteria, and can be found in Dell Medical School’s General Guidelines for Promotion & Tenure. A faculty rank is designated based on scholarship and reputation within the track.

a. Instructor applies to individuals with expertise/work experience related to the discipline. The individual has completed his/her terminal degree and is Board Eligible in his or her specialty, if pertinent.

b. Assistant Professor has evidence of a strong local reputation in his/her area of expertise. Candidate must also demonstrate scholarship. The candidate must be Board Eligible or have his/her Board Certification, or equivalent, if pertinent.
c. Associate Professor has a strong regional and / or national reputation as an independent leader and must be innovative and influential in his/her area of expertise. Expertise must be demonstrated through scholarship. The candidate must have his/her board certification, or its equivalent.

d. Professor has demonstrated sustained national or international reputation as a leader and innovator and must be considered to be among the best in the country in his/her area of expertise. Expertise must be demonstrated through scholarship. The candidate must have his/her board certification, or its equivalent.

Promotion within the regular faculty structure require a formal review of the applicant’s credentials through the Dell Medical School Appointment, Promotion, & Tenure Committee Process. This includes an assessment of the candidate’s success in accomplishing his/her duties, the magnitude and the quality of the contributions and scholarship, and/or specific services rendered, and the evaluations of students, residents, patients and peers, if applicable.

**Faculty Professional Development and Service Requirements**

Regular 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 educational 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 faculty member shall be determined by the department chair and the Regular 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 contribution and performance of faculty members must be evaluated for renewal of his/her appointments every year. Formal letters of reappointment must be rendered annually. Regular faculty members who are to be reappointed shall be offered a written contract at least 30 days prior to the beginning of the academic year. A faculty appointment that is not renewed 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 should expect a 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 a 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.
Link to Affiliate and Regular Faculty Appointment Comparison: https://utexas.box.com/s/e8utt29f2w3nkd2m3f56nbxvf9stj0u2

Link to Logo Use Policy: https://utexas.box.com/s/vj6wnqqw6hlamflzo5la2uya898gtwwj