



School of Medicine

Wayne State University School of Medicine Guidelines for Appointment and Promotions of Clinical Voluntary and Adjunct Faculty

Appointment to the professorial ranks of the voluntary faculty is based on requisite academic training and experience and a commitment to participate actively in the teaching, service and/or scholarly missions of the School of Medicine.

Appointments are evaluated and voted upon by the Executive Committee of the Faculty Senate of the School of Medicine based on the factors listed below. Promotion of a voluntary faculty member to higher rank is based on fulfillment of criteria meriting that rank and is also reviewed and voted upon by the Executive Committee.

Clinical Instructor or Adjunct Instructor

- High quality professional training as evidence by professional degree.
- Licensure as appropriate.
- Qualification for board certification but not as yet board certified.
- Evidence of serious commitment to teaching medical students, graduate students, postdoctoral fellows, or postgraduate medical trainees associated with Wayne State University School of Medicine.

Once the clinical instructor has gained board certification, there will be an expedited evaluation for promotion to Clinical Assistant Professor. If three years have elapsed from the time the individual has been eligible to take and pass the certification examination but has not been successful, the voluntary faculty status will be revoked.

Clinical Assistant or Adjunct Assistant Professor

- High quality professional training as evidence by professional degree.
- Board certification and licensure as appropriate.
- Evidence of serious commitment to teaching medical students, graduate students, postdoctoral fellows, or postgraduate medical trainees associated with Wayne State University School of Medicine.
- Willingness to participate in advising and mentoring learners.
- Willingness to develop instructional materials and/or educational tools for assessment in didactic, clinical or laboratory settings.
- Willingness to participate in service activities at the School of Medicine, University, community, and profession or discipline



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Clinical or Adjunct Associate Professor

An appointment at the clinical/adjunct associate professor level or equivalent for a period of time sufficient to provide evidence of the following criteria

Required

- Board certification, licensure and/or continued maintenance of certification as appropriate.
- Participation in educational activities at a substantial level in any of the following areas: didactic instruction, bedside teaching, advising/mentoring, development of instructional materials and/or educational assessment tools for students and other trainees associated with Wayne State University School of Medicine.
- Evidence of high quality teaching through peer and learner evaluations
- Satisfactory performance by medical/graduate students, residents, fellows and/or other faculty members on educational performance metrics (e.g., in-service exams, boards, etc.)
- Evidence of participation in teaching activities (e.g., grand rounds, seminars, CME presentations) for students, trainees and peers.

Desirable

- Local recognition in the practice of clinical specialty (if applicable)
- Local recognition in research and/or scholarly activity
- Evidence of active service on committees in the department, hospital, School of Medicine, University, professional societies.

To Clinical or Adjunct Professor

An appointment at the clinical/adjunct professor level or equivalent for a period of time sufficient to provide evidence of the following criteria

Required

- Board certification, licensure and/or continued maintenance of certification as appropriate.
- Demonstration of a leadership role in educational activities including development of important instructional materials and/or educational assessment tools and continued high quality teaching in didactic, bedside teaching, or laboratory settings as appropriate.
- Recognition of high quality, impact, and excellence in educational activities
- Mentoring of faculty colleagues
- High quality advising/mentoring of medical/graduate students, trainees and peers associated with Wayne State University School of Medicine.



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- Evidence of participation in teaching activities (e.g., grand rounds, seminars, CME presentations) for students, trainees and peers
- Successful performance by residents, students and/or other faculty members on educational performance metrics (e.g., in-service exams, boards, etc.).

Desirable

- Evidence of leadership role in local, regional or national organizations within the profession or discipline.
- Evidence of participation in University or School of Medicine committees.
- Regional and/or national recognition for clinical care, research or scholarly activity, education, and/or service.