

1.0 CLINICAL AND ADJUNCT FACULTY APPOINTMENT POLICY

1.1 Introduction

Qualified health professional personnel across the State are a critically important constituency to the Medical College of Georgia. As appointed clinical and adjunct faculty members these health professionals significantly broaden the perspectives and strengthen the community role of the academic health center. The Medical College of Georgia, in turn, provides vital resources for their enrichment, development and recognition. Together, these mutual benefits advance the mission of the institution in education, research and service on behalf of the people of the State of Georgia.

Clinical faculty are defined as *faculty who are not MCG employees* but are involved in teaching associated with patient care. Adjunct faculty are defined as faculty who are not MCG employees but are involved in teaching and/or scholarship not associated with patient care.

1.2 Criteria

To assure the integrity of future academic relationships, all prospective clinical and adjunct faculty members are required to present appropriate professional credentials. These include a current curriculum vitae, documentation of appropriate degrees in their discipline(s), professional references, a personal statement of interests and intended and actual contributions, and any other additional information as requested. In addition, those who participate in the training of health care professionals also must possess current appropriate licensure and/or certification, and be willing to accept onsite evaluation of their facilities to ensure suitability for student and resident education at their site.

As a further condition for appointment, clinical faculty must be willing to devote a stated proportion of their time to teaching or training in undergraduate, graduate, residency or continuing education programs as deemed necessary to meet the needs of the department and school.

Adjunct faculty must be willing to devote a stated proportion of their time to teaching or training in undergraduate, graduate, or continuing education programs and/or be involved in research and scholarly activities of the department as deemed necessary to meet the needs of that department and school.

The educational needs of the department for clinical and adjunct faculty will be determined jointly by the department chair and the dean of that school.

1.3 Rank

Invited or applicant faculty with confirmed credentials are appointed as follows.

1.3.1 Qualified practitioners who wish to devote a portion of their time to clinical teaching and/or scholarly activities may receive appointment at one of the following ranks:

- a. Clinical Instructor
- b. Assistant Clinical Professor
- c. Associate Clinical Professor
- d. Clinical Professor

1.3.2 Qualified scholars who volunteer to teach and/or conduct scholarly activities in disciplines not related to patient care may receive appointment as:

- a. Adjunct Instructor
- b. Assistant Adjunct Professor
- c. Associate Adjunct Professor
- d. Adjunct Professor

1.3.3 Academic rank at initial appointment is determined by the level of prior qualifications and experience, professional contributions, demonstrated expertise, and favorable regional or national recognition.

1.3.4 Clinical and adjunct faculty are reappointed annually based upon the contributions and the needs of the department and school. Each School can develop additional criteria for appointment.

1.4 Procedure

The appointment process is initiated by a written statement to the invited or applicant faculty member by the departmental Chairperson. This statement includes the criteria for appointment and the proposed academic rank. Intended appointments to affiliated programs off-campus are subject to the same criteria and guidelines as appointments to the faculty on campus.

The departmental Chairperson and/or departmental committee then review(s) the stated intentions and qualifications of the prospective faculty appointee in relation to the educational needs of the department. The Chairperson is responsible for recommending the appointment to the Dean. Upon concurrence, the recommendation is forwarded to the Vice President for Academic Affairs, to the President and finally to the Board of Regents for review and decision.

1.5 Promotion of Clinical and Adjunct Faculty

All clinical and adjunct faculty are eligible for promotion. Adjunct and clinical faculty must adhere to the same time-in-rank criteria as regular faculty. The candidate for promotion must have a statement from the departmental chairperson that identifies the contribution the candidate makes to the mission of the department and school. The candidate's contribution will be evaluated by appropriate committees at the departmental, school, and institutional level as outlined above.