

2.02 GENERAL PRINCIPLES

2.02:01 Eligibility

- (a) Appointment to the faculty of the SSOM should always be based upon ability.
- (b) A faculty member's longevity at the University should not be a factor in promotion or appointment, except as it pertains to fulfilling a criterion for promotion and/or tenure as contained in this document. Previous appointments at other institutions will be carefully considered.

2.03 GUIDELINES FOR APPOINTMENT OF ACADEMIC FACULTY TO INDIVIDUAL RANKS

The following criteria should be considered as guides and assigned varying degrees of weight. Deficiencies in some criteria may be counterbalanced by superiority in others.

2.03:01 Instructor

This rank is awarded to individuals who by education and/or experience should be an asset to the faculty but who have had minimal or no previous professional experience. Terminal degree is not necessarily a requirement for this rank.

2.03:02 Assistant Professor

This rank is awarded to individuals with an M.D., D.O., Ph.D., and/or other terminal professional degree who have shown capability and growth indicating a potential for academic excellence. Evidence of achieving a high level of performance in the primary field should be apparent. Board or Subspecialty Certification, if applicable, is required.

2.03:03 Associate Professor

This rank is awarded to individuals with an M.D., D.O., Ph.D., and/or other terminal professional degree consistent with the criteria outlined below and who have demonstrated a progressively high level of performance in teaching, research/scholarly activity, and/or service.

- (a) A demonstration of a high level of performance in teaching, research/scholarly activity, and service is required.
- (b) The candidate should be Board or Subspecialty certified, if applicable.
- (c) Candidates for this rank should be considered of high importance to the function of the SSOM.
- (d) Individuals appointed at this level are expected to participate extensively in the programs of the SSOM.
- (e) The level of academic (teaching, scholarship, and service) achievement required for appointment should be defined at the departmental/divisional level.

- (f) The extent to which the individual is involved in each aspect, teaching, scholarly activity/research, and service, should be judged in terms of the assigned effort of the individual.

2.03:04 Professor

This rank is awarded to individuals with an M.D., D.O., Ph.D., and/or other terminal professional degree consistent with the criteria outlined below and who have demonstrated a consistently high level of performance and leadership in teaching, research/scholarly activity, and service.

- (a) The candidate shall be a recognized authority in his/her field.
- (b) The candidate should be Board or Subspecialty certified, if applicable.
- (c) The candidate should demonstrate high quality as a teacher.
- (d) The candidate should have an established record of research/scholarly activity, patient care, education, or other professional endeavor.
- (e) The candidate should have demonstrated leadership and active participation in service activities.
- (f) The extent to which the individual is involved in each aspect, teaching, scholarly activity/research, and service, should be judged in terms of the assigned effort of the individual.

2.03:05 Emeritus

The suffix Emeritus indicates a position of honor and esteem at the USD Sanford School of Medicine, associated with an invitation to continue collegial relationships after retirement. This appointment may be recommended for a retiring faculty member in recognition of outstanding contributions to the School and pursuant to Board of Regents Emeritus Policy 4:43 (<https://www.sdbor.edu/policy/documents/4-43.pdf>). The title of emeritus is an honorary award which does not include any stipend.

Appointment and Term: Appointment to Emeritus status is recommended by the Department Chair to the Dean of the Medical School with final approval of the President of the University. Appointment to this position will be without term and without minimal service requirements.

2.03:06 Exceptions

Exceptions may occur pursuant to applicable rules of the Board of Regents. The Vice President/Dean may recommend for appointment under this section only those faculty members who in his or her judgment have demonstrated that their level of performance and/or professional qualifications are appropriate for the proposed rank.

2.04 GUIDELINES FOR APPOINTMENT OF REGIONAL CLINICAL FACULTY TO INDIVIDUAL RANKS

This is a non-tenure seeking track. These general guidelines will be used by the clinical departments within the SSOM for appointment to clinical rank. Appointments of the clinical faculty will be recommended by the Clinical Department Chair according to the ability of the candidate to provide effective medical education services to the SSOM. If the candidate has had no prior experience in medical education in conjunction with a medical school, he or she will be appointed to a rank consistent with SSOM guidelines. These appointments, since they are non-tenure seeking, will be made for a period of 3 years and, subject to review, may be renewed for additional 3 year periods. Such appointments will not be subject to review by the SSOM PT Committee, but will be forwarded to the President for approval and then submitted for Board of Regents approval.

2.04:01 *Clinical Instructor*

This rank is awarded to individuals who by education and/or experience should be an asset to the faculty but who have had minimal or no previous professional experience. Terminal degree is not necessarily a requirement for this rank. This rank may be used for appointments of Residents enrolled in SSOM affiliated residency programs to positions as faculty for purposes of clinical teaching in undergraduate medical education.

2.04:02 *Clinical Assistant Professor*

This rank is awarded to individuals with an M.D., D.O., Ph.D., and/or other terminal professional degree who have professional qualifications as evidenced by being Board or Subspecialty certified, if applicable, but who have either no or limited prior teaching experience in a medical school setting.

2.04:03 *Clinical Associate Professor*

This rank is awarded to individuals with an M.D. D.O., Ph.D., and/or other terminal professional degree consistent with the criteria outlined below and who have demonstrated a high degree of professional excellence and achievement.

- (a) The candidate should be Board or Subspecialty certified, if applicable.
- (b) The candidate should have demonstrated competence in clinical teaching through rounds, clerkships, or symposia as delineated in Section 2.06:01.
- (c) The candidate should participate extensively in department and SSOM activities.

2.04:04 Clinical Professor

This rank is awarded to individuals with an M.D., D.O., Ph.D., and/or other terminal professional degree consistent with the criteria outlined below and who possess clearly outstanding abilities to contribute to the education, scholarship, clinical, or administrative needs of undergraduate or graduate medical education.

- (a) The candidate should be Board or subspecialty certified, if applicable, and demonstrate documented excellence in clinical practice.
- (b) The candidate should be considered of high importance to the department and the SSOM.
- (c) The candidate shall devote considerable time to performing services to the department or administration of the SSOM.
- (d) The candidate should have demonstrated teaching effectiveness as delineated in Section 2.06:01.

2.04:05 Clinical Emeritus

The suffix Clinical Emeritus indicates a position of honor and esteem at the USD Sanford School of Medicine, associated with an invitation to continue collegial relationships after retirement. This appointment may be recommended for a retiring faculty member in recognition of outstanding contributions to the School and pursuant to Board of Regents Emeritus Policy (<https://www.sdbor.edu/policy/documents/4-43.pdf>). The title of emeritus is an honorary award which does not include any stipend.

Appointment and Term: Appointment to Clinical Emeritus status is recommended by the Department Chair to the Dean of the Medical School with final approval of the President of the University. Appointment to this position will be without term and without minimal service requirements.