

Performance Expectations for Clinical Track Faculty Relating to Promotion

Department of Biostatistics
College of Public Health
University of Iowa

Note: This document is intended to be used as a set of guidelines only. It supplements, and does not replace, the current University of Iowa Operations Manual and the College of Public Health Guidelines on Promotion and Tenure.

The University of Iowa Operations Manual (section 10.9 in May 2005) defines Clinical Track Faculty and their role as below.

"All clinical faculty must devote a significant portion of their time to providing or overseeing the delivery of professional services to individual patients or clients. In addition, teaching students, residents, or fellows of the University at the undergraduate, graduate, professional, or postgraduate level is an essential job function for all faculty (whether tenured, tenure track, or clinical). Thus, clinical faculty are expected to integrate the delivery of their professional services with their teaching. While the use of clinical faculty is most easily conceived in the context of health sciences and law where faculty are involved in the delivery of professional services to patients and clients, there are other disciplines in other colleges where the use of clinical faculty for similar purposes may be entirely appropriate."

The requirements for clinical track faculty are different than those for tenure-track faculty in that clinical track faculty are not expected or required to publish methodological research in statistics or supervise PhD students in writing a thesis in Biostatistics (which requires methodological innovation). Such publications and advising are meritorious and add to the case for promotion, but they are not necessary. Clinical track faculty members are required to publish collaborative research, as are all faculty members in Biostatistics, to deliver professional statistical services to collaborators (clients) and to integrate the delivery of their professional services with their teaching. The delivery of professional statistical services can be recognized by funding (through effort on grants or through hourly charges through the Biostatistical Consulting Center or a Biostatistical Core of a large grant) and co-authorship of publications.

Clinical track faculty members are also required to integrate the delivery of these services with teaching. This can be mentoring and supervision of Biostatistics graduate students (as graduate research assistants or through a preceptorship experience) or mentoring of graduate students and/or faculty in other Departments. Traditional classroom teaching may be a very small part of the teaching effort of clinical track faculty. Clinical track faculty are expected to mentor the preceptorships of MS students, sit on graduate and professional degree committees in Biostatistics and/or other disciplines, and mentor students and faculty in other disciplines, but not necessarily to advise PhD students in Biostatistics through the writing of their PhD thesis.

The effort allocation of clinical track faculty may vary widely between individuals and also change from year to year. Effort should reflect funding: corresponding time should be devoted to effort funded through external research grants and through the general fund.

Traditional classroom teaching and service is generally supported through the General Fund. The quantity of teaching, publications and service should reflect effort and funding source when a candidate's record is reviewed for promotion.

In summary, the requirements for promotion in the clinical track are identical to those in the tenure-track except that:

1. There is no requirement for methodological research in the clinical track for promotion to any rank.
2. Faculty members in the clinical track should incorporate teaching into their collaborative research.
3. The effort allocation of clinical track faculty varies between individuals in this track and classroom teaching may be a very small part of effort. The quantity of classroom teaching should reflect funding sources.

For promotion to associate from assistant professor the following are required:

1. Evidence of effective teaching, either in the classroom or through mentoring or both.
2. Demonstration of scholarly achievement supported by substantial scholarly publications, all of which may be collaborative medical research.
3. Service at a level reflected in funding from the General Fund.
4. Teaching, scholarly achievement and service should give unmistakable promise of promotion to full professor in the clinical track.
5. A record including high quality delivery of professional Biostatistical services.

For promotion to full professor:

1. Sustained record of high quality teaching at an effort level consistent with funding.
2. Scholarly achievement of high quality all of which may be collaborative medical research, and evidence of professional biostatistical leadership.
3. Significant service to the department, college, university and nationally/internationally.
4. A sustained record of high quality delivery of professional biostatistical services.

National recognition of scholarly achievement can be documented by making professional contributions leading to co-authorship of publications of high quality and high impact. National recognition can also be documented by editorial service on journals, including non-statistical journals. Professional Biostatistical leadership can be documented, for example, by leadership of the Biostatistics Core of a large group, such as a Comprehensive Cancer Center, General Clinical Research Center, Program Project Grant or collaborative clinical trials group. (All the activities in this paragraph are also appropriate for tenured faculty).

As is the case for tenure-track and tenured faculty, professional service includes cross disciplinary activities such as refereeing for statistical and non-statistical journals and service on committees of statistical and non-statistical professional and scientific societies.

In summary all activities of tenure-track and tenured faculty are appropriate for Clinical track faculty, but not all are required.