Involved in areas of patient care, teaching, administrative, and clinical research functions that assure excellent patient care. Faculty members on the Clinician Track will have professional skills and knowledge necessary for superior clinical efforts, and will be evaluated on the basis of their individual skills and unique contributions to the University.

**Title**
- Instructor
- Assistant Professor
- Associate Professor
- Professor

**Appointments & Promotions Process**
- Division/Section Chief recommends to the Department Chair, who recommends to the Dean.
- Then, an ad hoc committee (3 Clinical Dept. Chairs, 2 Basic ScienceDept. Chairs, 2 Senior Faculty) of the Executive Faculty recommends to the full Executive Faculty.

**Length of Appointment & Tenure**
- One-year renewable appointment - No Tenure
- One-year renewable appointment, renewable annually - No Tenure
- Four-year rolling appointment, renewable annually (if here > 10 yrs., then every 5 yrs. rolling) - No Tenure
- Five-year rolling appointment, renewable annually (if here > 10 yrs., then every 5 yrs. rolling) - No Tenure
- One-year renewable appointment - No Tenure, but probationary period of 10 years
- One-year renewable appointment, No Tenure

**Criterion for Promotion**
- Competence in carrying out clinical duties, evaluation of clinical skills, assumption of increased clinical responsibilities, and participation in teaching and scholarly activities. Expected to develop a local/regional reputation for clinical expertise and assume teaching responsibilities.
  - In the Department of Surgery, scholarly activities (i.e., teaching, publishing, participation in clinical trials) are expected.

**Timing of Promotion (from time of last appointment)**
- Typically after 3 years as Instructor
- Typically after 4-5 years as Assistant Professor
- Typically after 8 years as Associate Professor

---

**Clinician**
Involved in areas of patient care, teaching, administrative, and clinical research functions that assure excellent patient care. Faculty members on the Clinician Track will have professional skills and knowledge necessary for superior clinical efforts, and will be evaluated on the basis of their individual skills and unique contributions to the University.

**Investigator**
Involved in basic biological, biomedical, and/or clinical investigation, accomplishment in this realm and must meet a standard of excellence which is based primarily upon research and educational accomplishments.

**Research**
Involved in basic biomedical investigation and/or clinical investigation and must meet a standard of excellence based upon research accomplishments. The primary focus of Research Track faculty is to facilitate and support the overall research mission rather than to develop independent programs (i.e., conduct research in collaboration with other investigators or groups of investigators).

**Appointments & Promotions Process**
- Division/Section Chief recommends to the Department Chair, who recommends to the Dean.
- Then, an ad hoc committee (3 Clinical Dept. Chairs, 2 Basic Science Dept. Chairs, 2 Senior Faculty) of the Executive Faculty recommends to the full Executive Faculty.

**Length of Appointment & Tenure**
- One-year renewable appointment - No Tenure
- One-year renewable appointment, renewable annually - Tenure
- Tenure
- One-year renewable appointment, No Tenure
- One-year renewable appointment - No Tenure

**Criterion for Promotion**
- The primary criterion is clinical excellence.
  - Outstanding clinician, unique clinical expertise, excellence in teaching (beyond the OR and Clinic setting), evidence of regional/national recognition, and service to WU, hospitals, and the community. In the Department of Surgery, scholarly activities (i.e., teaching, publishing, participation in clinical trials) are expected.

**Timing of Promotion (from time of last appointment)**
- Typically after 3 years as Instructor
- Typically after 4-6 years as Assistant Professor
- Typically > 8 years as Associate Professor

---

**Research**
Research and scholarly accomplishments - authorship of original peer-reviewed publications, contributions to programs that have peer-reviewed peer-reviewed support for basic and/or clinical investigation, authorship of textbooks, book chapters and scholarly reviews acknowledged in the specialty, as well as for teaching, scholarly and community activities.

**Appointments**
- Appointment to Professor is an honor that requires careful evaluation. Nationally recognized for investigative excellence in his/her specialty or subspecialty, as well as for teaching, scholarly and community activities.

**Timing of Promotion (from time of last appointment)**
- Typically after 3 years as Instructor
- Typically after 4-6 years as Assistant Professor
- Typically > 8 years as Associate Professor

---

**Note:** A faculty member may move from the Investigator Track to Clinician or Research Track during the first five years of appointment as an Assistant Professor. A written consent of the faculty member is required. The transfer requires a recommendation to the Dean, by the Department Chair and an ad hoc committee of the EF, then approval of the full EF.

---

**Department of Surgery Appointment & Promotion Policies Process**
1. Division/Section Chief makes AIP recommendation to the Chairman.
2. Departmental Committee (made up of Division Chiefs, approved AIP) meeting.
3. Department Chairs request that the Dean appoint an ad hoc Executive Faculty AIP Committee.
4. Ad hoc AIP Committee recommends AIP to the Dean.
5. Executive Faculty approves AIP.

---

**Notice of Non-renewal of Appointment:**
- First academic year - no later than March 31 for the end of the fiscal year.
- Second academic year - no later than December 15 of the second year of the fiscal year.
- After renewal evaluation - no later than March 31 of the fifth year of the renewal.

---

**Probationary period for Assistant Professors on the Investigator Track is 10 years. Must be notified by March 31 of the 9th academic year if appointment is not going to get renewed or if tenure will be allowed.

---

*The faculty member’s initial appointment is typically Instructor or Assistant Professor based on need and on the basis of their qualifications and previous experience.*

---

**APGAR Lite**
Washington University School of Medicine
Department of Surgery
Appointment and Promotions Process (APGAR Lite)
June 29, 2007

---

**New Faculty Member Identified**

---

**Selection of Track**

---

**Research Track**

---

**Clinician**

---

**Investigator**

---

**Research**

---

**New Faculty Member Identified**

---

**Selection of Track**

---

**Research Track**

---

**Clinician**

---

**Investigator**

---

**Research**

---