STATEMENT OF UNIT/COLLEGE NORMS, EXPECTATIONS AND STANDARDS OF EXCELLENCE

College Norms for Basic Science Faculty

1. Involved in an active research program which is productive.
2. Publishing from 1-3 publications per year in refereed journals of good quality.
3. Attending and presenting at national meetings within his/her specialty.
4. Active in seeking grant support for the conduct of his/her research and be successful in that endeavor by evidencing funding.
5. Actively involved in the teaching of either medical, graduate, or undergraduate students.
6. Loyal and motivated concerning the interests of his/her Department, College, and University. He/she should play an active role in the service work of the College.

College Norms for Clinical Faculty

1. Excellence in patient care as recognized by patients, colleagues, and/or students.
2. Commitment to teaching and recognized as a dedicated and effective teacher by students and/or peers.
3. Consistent support of COM-UC in a variety of ways, including attendance at functions and motivation toward educational programs.
4. Administrative activities in support of and for COM-UC or the clinical institution or both.
5. Consistent personal development as evidenced in CME activities, attendance at visiting professor talks, grand rounds, etc.
6. Support of residency programs, where applicable.
7. Participation in activities such as professional societies.
8. Participation in scholarly activities (although these are not required as far as publications or grant support are concerned).
9. Support of community activities, especially those related to health care.
FACULTY TRACKS
University of Illinois College of Medicine

Academic (RT) [Professor of Medicine]
- >50%
- tenurable
- used for most basic scientists and some clinical scientists
- scholarly activity, evidence of independent research, peer recognition

Academic (CT) [Professor of Medicine]
- >50%
- tenurable
- used for clinical scientists
- teaching activities, clinical contributions, scholarly activities, high quality practice, peer recognition

Clinical Discipline [Professor of Clinical Medicine]
- >50%
- non-tenurable (W contract)
- used for clinicians and other providers of health care services
- teaching, stature in clinical practice, commitment to College progress

Research [Research Professor]
- > 50%
- used for research scientists
- research productivity, with reduced expectations for teaching and service activity

Clinical [Clinical Professor]
- < or equal to 50%
- non-tenurable
- used for clinicians, frequently who provide their service on a voluntary basis
- teaching activity, patient care, stature in the practice of medicine

Adjunct [Adjunct Professor]
- < or equal to 50%
- non-tenurable
- used for individuals whose major time commitment is not at the University and/or who is credentialed in a field other than the primary discipline of the appointing department
- rank tends to parallel the level of professional development achieved in the individual’s own field