All faculty of the OUWB School of Medicine must fulfill criteria of either 1 or 2:

1. Biomedical Sciences Faculty:
   A. Biomedical Education Faculty: Doctoral degree or appropriate terminal degree
   B. Librarian Faculty: Masters degree in library science

2. Clinical Faculty:
   A. Residency completion
   B. Fellowship training, if applicable
   C. Board certification or given three years to become board-certified after appointment
   D. Maintain credentials at Beaumont Health System
   E. Enrollment in the MPP (Meaningful Participation Program)

Exceptions to any of the above criteria may be granted by the Dean upon recommendation of the Committee on Appointments, Promotion, and Tenure (CAPT)

Tenured Appointments: Tenure track appointments are available at the assistant professor or associate professor rank and are not available with a clinician focus. Faculty members with tenure track appointments must maintain employment with Oakland University.

Tenure is awarded to faculty who demonstrate with appropriate documentation:
   A. An exceptionally high level of professional accomplishment.
   B. A significant and sustained commitment to the academic programs of the School of Medicine.

1. Faculty members may earn tenure or receive an initial tenured appointment in the School of Medicine at the rank of Associate or Full Professor. An initial tenured appointment is based upon high academic achievement at another academic institution or a combination of academic achievement and equivalent achievement in government service or the private sector.
2. Faculty from the Clinician, Clinician-Educator, and Clinician-Investigator are not eligible for a tenured appointment.

Preamble:
The Oakland University William Beaumont School of Medicine strives to maintain a faculty that is committed to excellence in patient care, education, research and community service. These guidelines are designed to provide a principled, consistent, unbiased framework to be used when considering an individual for appointment or promotion. The criteria are not immutable and should always be considered in the context of the candidate’s assigned role and job description.

Criteria listed below are not exclusive. The committee exercises judgment on all appointment, promotion, and tenure decisions.
All information contained in the following chart represents a condensed version of the criteria outlined in the School of Medicine’s Faculty Handbook.

<table>
<thead>
<tr>
<th>RANK</th>
<th>Investigator</th>
<th>Educator</th>
<th>Clinician</th>
<th>Clinician-Educator</th>
<th>Clinician-Investigator</th>
<th>Librarian</th>
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<tr>
<td>Description</td>
<td>Appropriate for the individual whose principal activity is research.</td>
<td>Appropriate for the individual whose principal activity is medical education.</td>
<td>Appropriate for the individual whose principal activity is the practice of medicine.</td>
<td>Appropriate for the individual who practices medicine and who has a significant commitment to medical education.</td>
<td>Appropriate for the individual who practices medicine and who has a significant commitment to research.</td>
<td>Appropriate for the individual whose principal activity is librarianship.</td>
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<td>The following accomplishments will be considered for faculty at the rank of Instructor.</td>
<td>Appropriate for those who have the potential for academic advancement as an investigator</td>
<td>Appropriate for those who have the potential for academic advancement as a medical educator.</td>
<td>Appropriate for those who have the potential for academic advancement as a clinician.</td>
<td>Appropriate for those who have the potential for academic advancement as a clinician and teacher</td>
<td>Appropriate for those who have the potential for academic advancement as a clinician and investigator.</td>
<td>Appropriate for those who have the potential for academic advancement as a medical librarian</td>
</tr>
<tr>
<td>The following accomplishments will be considered for faculty at the rank of Assistant Professor:</td>
<td>1. Demonstrated involvement in activities that indicate the potential for growth as an investigator.</td>
<td>1. Demonstrated involvement in activities that indicate the potential for growth as a medical educator and for achievements in medical education.</td>
<td>1. Demonstrated proficiency as a clinician.</td>
<td>1. Demonstrated proficiency as a clinician and teacher.</td>
<td>1. Demonstrated involvement in activities that indicate the potential for growth as a medical librarian.</td>
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<tr>
<td>The following accomplishments will be considered for faculty at the rank of Associate Professor: Typically considered after a minimum of five years as an assistant professor although early promotion may be considered.</td>
<td>1. Demonstrated achievement as a researcher. 2. Regional recognition. 3. Publication in peer-reviewed literature. 4. Presentations at regional meetings. 5. Attainment of independent research support.</td>
<td>1. Demonstrated achievement as a medical educator. 2. Regional recognition. 3. Publication in peer-reviewed literature. 4. Presentations at regional meetings.</td>
<td>1. Demonstrated achievement as a clinician and teacher. 2. Regional recognition. 3. Engagement in medical scholarship is encouraged.</td>
<td>1. Demonstrated achievement as a clinician and teacher. 2. Regional recognition. 3. Engagement in scholarly activity including peer-reviewed publications. 4. Presentations at regional meetings. 5. Attainment of independent research support.</td>
<td>1. Demonstrated achievement as a clinician and investigator. 2. Regional recognition. 3. Publication in peer-reviewed literature. 4. Presentations at regional meetings. 5. Attainment of independent research support.</td>
<td>For all faculty: Service to the School of Medicine, Oakland University, Beaumont or community is required.</td>
</tr>
<tr>
<td>The following accomplishments will be considered for faculty at the rank of Full Professor: Typically considered after a minimum of five years as an associate professor although early promotion may be considered.</td>
<td>1. Exceptional achievement as a researcher. 2. National recognition. 3. Extensive and sustained scholarship including publication in noteworthy, peer-reviewed literature. 4. Presentations at national meetings. 5. Attainment of significant ongoing independent research support.</td>
<td>1. Exceptional achievement as a medical educator. 2. National recognition. 3. Extensive and sustained scholarship including publication in noteworthy, peer-reviewed literature. 4. Presentations at national meetings.</td>
<td>1. Exceptional achievement as a clinician and teacher. 2. National recognition. 3. Engagement in medical scholarship is required.</td>
<td>1. Exceptional achievement as a clinician and/or medical educator. 2. National recognition. 3. Noteworthy accomplishments in scholarly activities. 4. Presentations at national meetings.</td>
<td>1. Exceptional achievement as a clinician and/or investigator. 2. National recognition. 3. Noteworthy accomplishments in scholarly activities including, but not limited to, independent research support and publications in peer-reviewed literature. 4. Presentations at national meetings.</td>
<td>For all faculty: Service to the School of Medicine, Oakland University, Beaumont or community is required.</td>
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</table>
Professional Ranks

Five professorial ranks are recognized in the School: Lecturer, Instructor, Assistant Professor, Associate Professor, and Professor. The criteria for each rank are outlined in this document and the Chart of Criteria for Appointments, Promotions and Tenure.

A. Lecturer

From time to time, Oakland University William Beaumont School of Medicine may hire individuals as lecturers. Lecturers will show interest in a career as educators (educator focus) and possess an appropriate terminal degree relevant to the discipline under consideration. Lecturer appointments are contractual and are renewable. Lecturer appointments require approval by the Office of Faculty Affairs and require approval by the Oakland University Board of Trustees.

B. Instructor

Candidates for appointment must have an appropriate terminal degree relevant to the discipline under consideration. This is the entry-level rank for the School of Medicine. This rank is appropriate for faculty who have the potential for academic advancement, for physicians who have not yet attained board certification, for basic scientists who have not completed a post-doctoral fellowship, or for other individuals who do not have a terminal degree in their field, but meet the medical school’s criteria for teaching. Instructors with a clinician focus are required to engage in the School of Medicine’s Meaningful Participation plan. Instructors may attend meetings of the faculty assembly and may participate in discussions, but may not vote and may not serve on the School of Medicine’s Executive Committee. Instructors may be elected to or appointed to all other standing or ad-hoc committees. Instructors are not eligible to serve on the Oakland University Senate. Instructor appointments are for three years and are renewable.

C. Assistant Professor

Candidates for appointment must have appropriate terminal degree relevant to the discipline under consideration. Assistant Professors with a clinician focus must have completed residency and, if applicable, fellowship training. Assistant Professors with a clinician focus must also be board certified. Board-eligible Assistant professors with a clinician focus have three years to become board-certified after appointment or the appointment may be terminated. The Department Chair can recommend exceptions to this three-year limitation to the Departmental Committee on Appointments, Promotions & Tenure (DCAPT) and subsequently the Committee on Appointments, Promotions & Tenure (CAPT), and the CAPT will make a recommendation to the Dean who will decide if an exemption will be granted.

D. Associate Professor

Faculty at this rank must have completed a minimum of five years as an Assistant Professor or equivalent at the time the review for promotion is initiated, although early promotion may be considered. There is no automatic promotion to the Associate Professor level based solely on years in rank.

Faculty members may receive an initial tenured appointment in the School of Medicine at the rank of associate professor based upon documented prior academic achievement or a combination of academic and equivalent achievement in government service or the private sector.

This rank signifies a high level of professional accomplishment and a significant commitment by the faculty member to the School of Medicine's programs. Documentation of excellence is required. Faculty members at this rank must demonstrate a sustained commitment to the academic programs of the School of Medicine by accepting ongoing teaching assignments and/or committee service. Expertise and excellence must be demonstrated in the performance of such responsibilities.
E. Professor

Faculty at this rank must have completed a minimum of five years as an Associate Professor or equivalent at the time the review for promotion is initiated, although early promotion may be considered. There is no automatic promotion to the professor level based solely on years in rank.

Faculty members may receive an initial tenured appointment in the School of Medicine at the rank of professor based upon high academic achievement at another school of medicine or a combination of academic achievement and equivalent achievement in government service or the private sector.

This rank signifies an exceptionally high level of professional accomplishment and a significant commitment by the faculty member to the School of Medicine’s programs. Documentation of excellence is required. Faculty members at this rank must demonstrate a sustained commitment to the academic programs of the School of Medicine by accepting ongoing teaching assignments and/or committee service. Expertise and excellence must be demonstrated in the performance of such responsibilities.