

## **Faculty Appointment Types at Dell Medical School**

The broad mission of The University of Texas at Austin Dell Medical School includes discovery and dissemination of new knowledge, advanced clinical care, and the education of students and residents. Faculty members are expected to foster a climate of intellectual growth and curiosity and provide outstanding mentorship and innovative learning experiences. Fulfilling these vital goals requires meaningful contributions from faculty members with a variety of backgrounds, skills, and interests. This document describes the types of medical school faculty appointments and summarizes the expectations for the individuals in each category.

### **Regular Faculty Appointments**

Regular faculty members are appointed via either the tenure track or the professional track. Tenured and tenure track faculty members must be University employees. Professional track faculty members may be employed by the University or by another entity (see below\*). There are two title series within the professional track: (1) professor title series (assistant, associate, professor) and (2) clinical professor title series (clinical assistant, clinical associate, clinical professor). All regular faculty members are reviewed annually. These appointment tracks are described in more detail below. Further information about appointments and promotions related to the tracks and the two title series within the professional track can be found on the [Office of Faculty Academic Affairs](#) intranet site.

#### Tenure Track

Tenure track or tenured faculty members are expected to develop and drive an independent program of scholarship. Success on the tenure track is typically judged by the accumulation of a body of original peer-reviewed publications, consistent support by competitive extramural funding, and an established and sustained national and emerging international reputation. Tenure track and tenured faculty members must be employed full-time by Dell Medical School.

#### Professional Track, Professor Series

These faculty members are expected to play an active and sustained key role in a program of scholarship related to their area of excellence, which includes traditional outputs of scholarship (e.g., peer-reviewed publications). They are expected to develop a reputation for excellence beyond the University (typically reflected by invited regional, statewide, and national presentations, involvement in regional, statewide, and national organizations, or award recognitions).

### Professional track, Clinical Professor Series

These faculty members are expected to actively engage in scholarship that derives from and supports clinical service, program development, educational leadership, and/or research. Scholarship is defined broadly to include application, integration, and dissemination of new information, not just the discovery of new knowledge. Peer-reviewed publications are not required, and the reputation for excellence can be more institutionally and locally based.

### **Affiliate Faculty Appointments**

Affiliate faculty members are volunteer faculty who hold terminal degrees, provide service to the medical school that is less substantive than that of the regular faculty members, and are not employed by the University. They engage in selected departmental activities and contribute to the clinical, educational, and/or research missions of the department, typically committing 40 hours or more annually. Example activities include attending grand rounds and case conferences, giving guest lectures, precepting learners, and attending faculty meetings. Unlike the regular faculty appointment tracks (tenure track and professional track), there is no rank associated with affiliate faculty appointment, and thus no promotion pathway. These faculty members are reviewed every three years.

### **Joint Appointments**

Professional-track and tenure-track/tenured faculty members may be jointly appointed in a second medical school department or a university college, school, or unit (CSU) in addition to their primary department. Joint appointments may be appropriate for faculty members whose research or clinical activities substantially overlap two academic units. Joint appointments with other CSUs should be rare for professional track faculty and uncommon for tenure track and tenured faculty. Jointly appointed faculty are expected to actively participate in the activities and governance of both departments (as allowed and expected by Dell Medical School and UT policy). They regularly contribute to the clinical, educational, and/or research missions of the joint department, typically committing 80 hours or more annually. Depending on the percentage of time the faculty member allocates to each unit, both units may contribute to a jointly appointed faculty member's annual evaluations and promotion review.

### **Courtesy Appointments**

Professional track and tenure track/tenured faculty members may maintain a courtesy appointment in a medical school department or CSU in addition to their primary department. Courtesy faculty appointments are not mere honorary or symbolic designations. These faculty members are expected to contribute to the clinical, educational, or research missions of the secondary department, typically contributing 40 hours or more annually to the secondary department. Typical contributions include

attending grand rounds and case conferences, giving guest lectures, mentoring junior faculty members, precepting learners, and attending faculty meetings. There is no paid effort by the department or CSU in which they hold a courtesy appointment.

**\*Non-UT-Employed Regular Faculty Members**

Professional-track regular faculty members may be employed by an entity other than Dell Medical School, typically by a hospital partner or a group practice that provides services to an affiliated program. The term “0% FTE” is sometimes used as shorthand to describe these individuals’ funding source (this is not their percent effort). A non-UT-employed regular faculty member can be promoted via either professional track title series, but they are not eligible for tenure, the tenure track, or for emeritus status. Individuals employed by other entities whose contributions are less substantial than those of the regular faculty members may be considered for an affiliate faculty appointment.

**Relevant Policies**

*See relevant policies for Dell Medical School faculty on the Office of Faculty Academic Affairs Faculty Appointments intranet site (eid login required).*

- Regular Faculty Appointment Policy
- Affiliate Faculty Appointment Policy

**Revision Log**

Date	Nature of Changes
04/05/2026	Revised to clarify the different faculty appointment types and faculty employment by other entities. Includes links to relevant policies.