

Guiding Principles for Regular and Affiliate Faculty Appointments at Dell Med

Regular faculty

Faculty play a key role in advancing mission of the medical school and the University, which is to create and disseminate new knowledge. Faculty are responsible for leading the advancement of this mission and active scholarship is essential to their success. With the privilege of a faculty appointment comes expectations beyond the day-to-day service duties of the position. Faculty members have unique responsibilities and expectations as representatives of, and leaders within, the Dell Med and UT community. They have a responsibility to advance and disseminate knowledge, foster a climate of intellectual growth and curiosity, and provide outstanding mentorship and excellent and innovative learning experiences. As stewards of Dell Med and its academic units, faculty members are expected to actively participate in their units. Some examples of faculty responsibilities include service to the institution, participation in governance, representation of the institution in the faculty members' respective fields in regional and national arenas, garnering extramural resources to support scholarship, leading educational and other programmatic initiatives, and others. The appointment of a faculty member also represents a commitment on the part of the department to the mentorship and career support of the faculty member.

There are two regular faculty "tracks": (1) tenure track/tenured and (2) professional tracks.

Tenure-track and tenured faculty are employed full time by Dell Med and receive their paychecks from Dell Med.

Professional-track faculty may be part-time and may receive their paychecks from an entity outside of Dell Med.

There are two title series within the professional-track: (1) professor title series (assistant, associate, etc.) and (2) clinical professor title series (clinical assistant, clinical associate, etc.).

Further information about appointments and promotions related to these tracks and the two title series within the professional track can be found on the Dell Med Faculty Academic Affairs intranet site [here](#).

Professional-track and tenure-track/tenured faculty may be primarily (or solely) appointed in a department or jointly appointed in a department. A third appointment type is a courtesy appointment.

- Faculty who are primarily or solely appointed in a department are expected to fully participate in departmental activities and governance and contribute substantively to the clinical, educational, and/or research missions of the department.

- Faculty with a joint appointment in a department hold a primary appointment at another college, school, or unit (CSU) at UT or in another department at Dell Med. They are expected to actively participate in many departmental activities and governance (as allowed and expected by Dell Med and [UT policy](#)). They are regular, active contributors to the clinical, educational, and/or research missions of the department, typically committing 80 hours or more annually.
 - Joint appointments with other CSUs at UT should be rare for professional-track faculty.
 - Joint appointments with other CSUs at UT should be uncommon for tenure track and tenured faculty but may be appropriate when a faculty member contributes substantially to the activities and governance of the department in which they are jointly appointed.
 - Joint appointments between departments at Dell Med should be uncommon but may be appropriate when a faculty member contributes substantially to the activities and governance of the department in which they are jointly appointed. A typical example is a faculty member whose clinical activities cross departments.
- Faculty with a courtesy appointment hold a regular faculty appointment at another CSU at UT or in another department at Dell Med. They are expected to 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, organizing department-specific conferences, precepting learners, attending faculty meetings. There is no paid effort by the department (or CSU) in which they hold a courtesy appointment.

Affiliate faculty

Affiliate faculty are volunteer faculty who provide substantive service to Dell Med, but whose primary employment is outside of UT. They hold terminal degrees and contribute to the missions of Dell Med. 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, organizing department-specific conferences, precepting learners, attending faculty meetings. Unlike the regular faculty appointment types (tenure track, tenured, professional-track), there are no ranks, so no promotion path. These faculty are reviewed every 3 years rather than annually like regular faculty.