Clinical Title Series Subcommittee Update

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CTS Subcommittee Co-Chairs
Impetus and Initial Work

- **Joint initiative**
  - Faculty Council
  - Office of Faculty Affairs
  - Council of Faculty & Academic Societies

- CTS was identified as an important focus

- > 20 people volunteered for initial assignment
  - Evaluate issues relevant to CTS
  - Write formal report “white paper”
Evaluation and White Paper
Sources of Information

- Interviews
  - Chairs of clinical departments
  - Faculty members at all ranks

- Survey from Office of Faculty Affairs

- Historical documents and current regulations
Major Concerns Identified

- Promotion
- Financial compensation
- Recognition for clinical work
- Recognition for education and scholarship
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Next Steps

- **Initial CTS Subcommittee reorganized**
  - Dr. Sloan was elected to Faculty Council, also serves on AP&T committee, agreed to co-chair CTS subcommittee
  - ~14 initial members agreed to continue

- **Moving forward with 2 main issues**
  - Promotion
  - Financial compensation
Promotion: Current Documents

- UK Administrative Regulation 2:6
  - Procedures for Appt & Promotion in CTS
  - University-wide criteria

- UK College of Medicine document
  Procedures for Appt, Promotion & Tenure
  - Includes all title series
  - Clarity in CTS portion not optimal

- Find on Google or we can email on request
UK AR 2:6
Areas important for evaluation in CTS

- Practice or practice-relevant activities
- Effective clinical instruction
- Professional status and activity
- Ability to generate practice funds, if applicable for the position and as established in the position request
UK AR 2:6
Clinical Associate Professor Criteria

- Meet qualifications of Clinical Assistant Prof
- Exercise substantial commitments in practice and clinical instruction
- Demonstrate creative contributions to the instructional and clinical service programs of the University, documented with evidences appropriate to the field of assignment
- Earn regional recognition as a clinician
UK AR 2:6: Clinical Professor Criteria

- Meet qualifications of Clinical Associate Prof

- Provide evidence to demonstrate that in the opinion of colleagues and administrators:
  - The individual is an outstanding practitioner and that regional, and perhaps national, recognition has been accorded
  - Excellence in areas of emphasis has been achieved and appropriately documented with evidences appropriate to these areas
Promotion:
CTS Subcommittee Plans

- Write a new College of Medicine document
  - Procedures for Appt & Promotion in CTS
  - Consistent with UK AR 2:6
  - Clarify use of departmental evidence to show the faculty member meets UK criteria
  - Vesting steps to supersede the CTS portion of the current COM document

- Help departments with their evidence statements as needed
Financial Compensation

- Intertwined with promotion
- Applies to all faculty, not just CTS
- Dean’s office is starting a committee to evaluate financial compensation
  - Will include finance experts
  - CTS Subcommittee will be represented
Work in progress:

Thanks for your patience!