

CE Track Principles

Effective for CE Appointments 7/1/14

- CE faculty members have a scholarly and educational focus in the setting of roles that are primarily based on clinical effort, or clinical or educational administration.
- Scholarship is described as follows:
 - Contributions to original research of any type, including being a co-author of published manuscripts reporting on clinical trials into which the faculty member enrolled patients, or reporting on new clinical innovations.
 - The publication of this work in peer reviewed journals that over the course of the evaluation period reflect a scholarly focus, and a distribution that provides evidence of continuous and identifiable scholarly effort.
 - CE faculty will often serve in a collaborative role in their scholarship, but the role must be characterized by a recognizable, distinct contribution and focus.
 - For faculty members who spend most of their time performing procedures, time spent performing procedures can count toward scholarship effort, if the net result is clinical innovation that is made generally available and reported in the published literature.
 - Reviews, chapters, case reports, alternative media and published educational material are also a reflection of scholarship, but are not a substitute for the expectation of participating in some original research.
- Clinical effort is defined by degree:
 - MD's or other clinicians should engage in patient care with enough clinical effort to maintain competence in one's field.
 - For MD's or other clinicians, clinical effort less than 50% should be justified, e.g., a major educational or administrative role, substantial effort supported extramurally specifically for providing direct patient care, or a temporary plan due to support from an existing faculty development grant.
 - Appropriate "clinical effort" for faculty with a PhD or other advanced non-clinical degrees and without clinical activity may include consultation and collaboration in clinical research projects that are led by a diverse group of other faculty, with the goal of improving healthcare delivery and healthcare outcomes, enhancing the delivery of clinical care for patients enrolled in these studies or aiding the recruitment of patients to Penn.
- Teaching effort should be substantive and typically comprises more than 5% of professional time.

- Annual academic reviews must be conducted to evaluate the quality of a faculty member's contribution to patient care, scholarship and education.
- The criteria for appointment, reappointment and promotion will reflect the relative proportions of patient care, scholarship and education.
- Assistant Professors:
 - The appointment of a new Assistant Professor will require:
 - prior research experience, defined as research training to at least the level of a clinical research certificate program or an equivalent mentored research experience during residency or fellowship.
 - demonstrated peer reviewed scholarship.
 - Sufficient protected academic time for scholarship and teaching for not less than 3 years at the time of initial appointment. This may be extended to 6 years if there is adequate academic productivity.
 - For non-procedure-based specialties, the total protected academic time for start-up should be in the range of 20-30%, or greater if extramural funding for the protected scholarly time is available.
 - For procedure-based specialties, up to 20% of clinical time can count towards academic time, if used for scholarly contributions as above.
 - Non-salary resources to facilitate scholarship should be provided at the time of appointment, commensurate in size to the field and the proposed research protected time.
 - Funding for scholarly effort may be internal or external with the expectation that funding for scholarly effort after year 3 (or 6, per above) should be from nonoperational sources unless there is a specific bridge funding need. The NIH, other federal/state agencies, foundation, endowments, private, and industry support are all acceptable. Any effort devoted to teaching, grant preparation, and administration will continue to be covered by operational sources.
 - Teaching effort is included in total academic time.
- Associate/Full Professors
 - In general, up to 15% non-externally funded effort can be allocated to academically productive faculty and supported from nonoperational sources (gifts, endowments, designated funds).
 - Academically productive faculty should have publications in press and/or published in peer reviewed journals during the annual review period, in addition to invited lectures nationally/internationally.
 - Faculty without demonstrated academic productivity should have a commensurate increase in clinical effort if their scholarly time is unfunded.