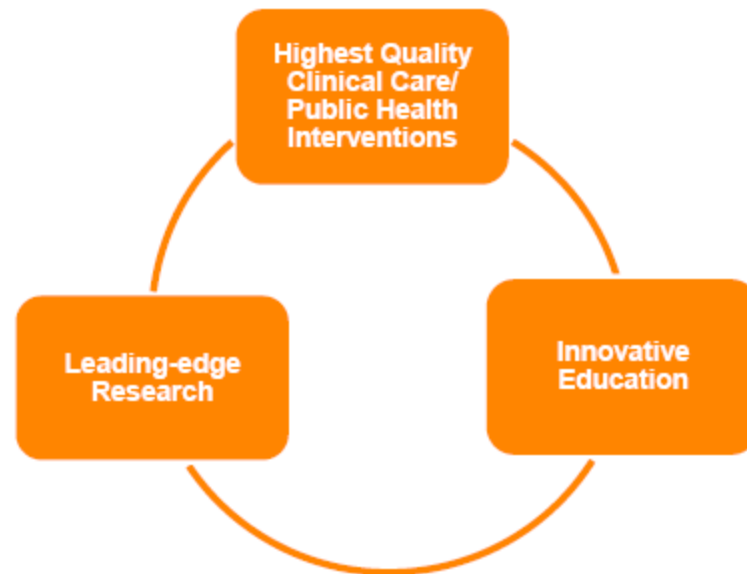
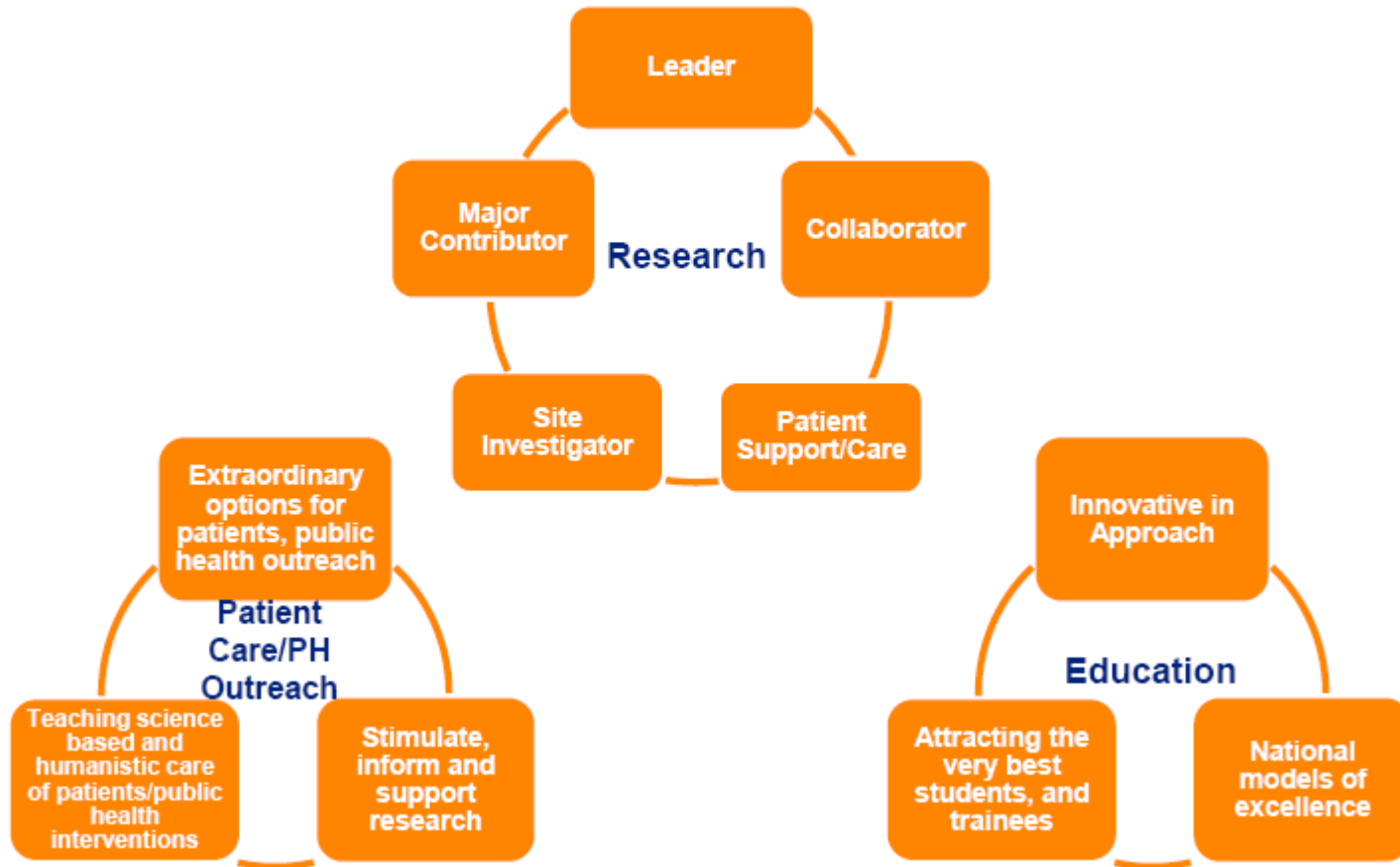


CUMC



Specific Mission Elements



Current CUMC Academic Titles

Columbia University-wide title

- ❖ Unmodified (Tenure/Tenure track) (FT)

Columbia University Medical Center-specific titles

- ❖ Modified (Non-Tenure) (FT & PT)
 - Clinical Prefix (i.e. clinical professor)
 - Clinical Suffix (i.e. professor of clinical)
 - “At Affiliated Institution”

Current CUMC Academic Titles

- ❖ The title nomenclature does not reflect the range of academic contributions of importance to CUMC
- ❖ Titles are used differently by departments and schools
- ❖ No clear descriptions of expected professional work activities by title
- ❖ No clear pathways for advancement by title group
- ❖ Confusing to faculty
- ❖ Confusing outside CUMC

Committee Recommendations

- ❖ Unmodified title (Tenure/Tenure track) would remain unchanged as defined by university statutes.
- ❖ The three modified titles currently used for Full-Time faculty at CUMC
 - “at affiliated institution”
 - clinical prefix
 - clinical suffixwould be replaced by (“at Columbia University Medical Center”), (at CUMC)”, which would be subdivided by “areas of focus” to reflect the critical elements of our mission
- ❖ Part-Time faculty would retain the clinical prefix or in rare instances the clinical suffix

Committee Recommendations

Parameters for advancement in rank within each area of focus would be clearly articulated

- ❖ expected quality and quantity parameters for scholarly products for each area of focus and rank
- ❖ expected educational activities for each area of focus and rank
- ❖ additional activities of importance (i.e. local, regional or national service contributions) would be acknowledged

Important Transitional Questions

- ❖ Would anyone lose rank? **NO**
- ❖ How would faculty with significant activity in more than one area of focus be classified and considered for advancement?
- ❖ Could faculty move from one area of focus to another? **YES**
- ❖ Would there be flexibility over time? **YES**
- ❖ How would the application of these criteria be used for new and for established faculty ?

Important Transitional Questions

- ❖ Would there be accommodation for established faculty nearing promotion?
- ❖ Would there be time limits for advancement in rank?
- ❖ How varied should scholarly activities be in order for a faculty member to advance in rank?
- ❖ What quantitative parameters would guide promotion decisions
- ❖ Would there be guidance/mentorship support to help faculty achieve the standards required for advancement in rank? **YES**

Recommendations

- A separate committee including faculty from all ranks, schools and titles will be needed to consider solutions to remaining transitional questions as well as to issues arising after implementation.

MSPH Representatives

Leslie Davidson Epi

Sally Findley PFH

Regina Santella EHS

Tracks

- Decision on track made within department in consultation with chair
- Can change over time
- Can have two tracks at the same time
- Are not in title

Example of new title

Assistant Professor of Epidemiology at CUMC