

Clinical Faculty Rank Appointment Criteria

This document outlines criteria for rank determination of Clinical Faculty at the Thomas F. Frist, Jr. College of Medicine (FCoM) at Belmont University as approved by the FCoM Appointment and Promotions Committee (APC). The framework emphasizes board certification, clinical experience, teaching experience, and engagement in scholarship, while maintaining flexibility to support a community-based clinical faculty model.

Faculty are appointed within a single, non-tenure track across four academic ranks: Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor. Criteria are time-based and achievement-oriented, allowing for variability in faculty roles and backgrounds.

Core domains for rank evaluation:

- Professional Qualifications
- Teaching and Educational Contributions
- Scholarship
- Service and Leadership

Clinical Instructor

Role Definition: Entry-level academic appointment for early-career clinicians, including senior residents*, fellows, new graduates, and advanced practice providers (APPs). Emphasis on clinical teaching and participation in educational activities.

Minimum Qualifications:

- Clinical degree appropriate to role (MD, DO, NP, PA, or equivalent)
- Independently licensed to practice medicine
- Currently active in clinical practice

*Criteria for Residents:

- Nominated by the residency Clinical Competency Committee and Program Director
- Successfully completed intern year
- Passed USMLE Step 3 or COMLEX Level 3
- In good standing within residency program
- Active in clinical teaching
- Endorsed by FCoM clerkship director and department chair

Clinical Assistant Professor

Role Definition: Early-career physicians or physicians new to academia who are willing to commit to teaching and academic contributions.

Minimum Qualifications:

- MD or DO degree required
- Completion of GME training
- Board certified
- Active, unrestricted license
- Active malpractice insurance
- Active in clinical practice

Clinical Associate Professor

Role Definition: Mid-career physician with sustained contributions in teaching and scholarship, with emerging regional recognition. Clinical Associate Professors typically have five years or more of clinical experience.

Minimum Qualifications:

- MD or DO degree required
- Board certification
- Active, unrestricted license
- Active malpractice insurance
- Active in clinical practice
- History of teaching medical students and/or residents for at least 5 years within the last 10 years
- Evidence of scholarly activity
- Leadership roles

Clinical Professor

Role Definition: Senior level physician with significant faculty experience demonstrating sustained excellence, leadership, and broad impact in clinical education and scholarship. Clinical Professors typically have eleven years or more of clinical experience.

Minimum Qualifications:

- MD or DO degree required
- Board certification
- Active, unrestricted license
- Active malpractice insurance
- Active in clinical practice
- Associate Professor rank for at least six years
- Evidence of sustained teaching throughout the years as Associate Professor
- Evidence of sustained scholarly activity throughout the years as Associate Professor
- Regionally or nationally recognized in leadership or area of expertise