

UNIVERSITY OF MICHIGAN MEDICAL SCHOOL FACULTY TRACK TRANSFER PRINCIPLES

The Medical School has three faculty tracks: Instructional Track, Research Track, and Clinical Track. We expect that at the time of initial appointment the chair has made a careful match of the track to the job and career intended, yet we recognize that from time to time subsequent transfers in track may be necessary due to changes in a faculty member's interests, responsibilities and professional activities. The following principles pertain to such track transfers:

- 1) The initial assignment of faculty member to track is based on the anticipated job.
- 2) Track appointment transfers after the initial appointment are not routine.
- 3) Track appointment transfers are generally made to a corresponding rank. Promotion in that new track will be considered when achievement is demonstrated in the new track that is consistent with the promotion criteria for that track. Usually this will not be before 2-3 years after the track transfer, unless extenuating circumstances exist.
- 4) Track transfers should generally be made early in a faculty member's appointment at the UMMS. Optimally, a track transfer would occur synchronously with a third-year review although in exceptional instances another timeframe may be appropriate. Track transfers are based, after careful review, upon demonstrated changes in career needs and interests.
- 5) Track transfers must be approved by the Executive Committee and the Provost.