

Health Science Clinical Professor Hiring Guide

We encourage all departments to appoint to faculty series positions whenever a candidate will do significant teaching; in that way the expectations for teaching are built into the position. In addition, if a potential appointee states an interest in participation in research or has research experience, appointment to the HSCP series allows a smoother transition (by change in series) to the Clin __ , Adjunct or In Residence series.

Things to consider when deciding between an HSCP and MSP Staff Physician Appointment:

- If the physician wants to be reviewed utilizing academic measurements and not solely clinical measurements, an HSCP appointment should be explored. Academic measurements can include effectiveness in teaching, quality of publications, academic talks and lectures, and any other academic work undertaken by the physician. Appointment to the Clin X series may be more appropriate if the candidate is ambitious in the research or publishing arena.
- Appointees to the MSP series should be apprised that they will not have the title of Professor for their work, nor will they be eligible to carry the title of Professor Emeritus upon retirement. Thus, it will be important to determine whether the physician sees no value in holding an emeritus title when retiring from the university. HSCP titles can be proposed for emeritus status. However, if a faculty member relinquishes his/her academic title to become an MSP Physician, this office and the Office of the Vice Provost will not support an emeritus title upon later retirement.
- It is necessary to obtain and maintain a faculty position if a physician wishes to participate in the governance of the School of Medicine
- A faculty appointment of at least 50% is necessary to participate in the departmental Compensation Plan.
- When a physician considers himself/herself an 'academic' and prefers an academic title to a non-academic title (physician mentality), an HSCP appointment should be considered.

NOTE: This guide does not include HSCP WOS appointments which are granted in conjunction with MSP Staff Physician appointments for technical reasons only. Such appointments have no academic meaning.