I. INTRODUCTORY STATEMENT
This document describes the specific criteria and standards which will be used to evaluate whether faculty meet the general criteria for appointment, continuation and promotion on the Master Clinician Track. Master Clinician Track appointments are annually renewable and are not in the tenure stream. Criteria and standards described in this Statement are used for appointment at all ranks and for promotion of faculty on the Master Clinician Track. The Master Clinician Track Statement also defines the criteria for annual performance review of faculty at all ranks, and for maintaining appointment.

This document contains Criteria and Standards pertaining to:

a) Appointment to the Master Clinician track as an Assistant Professor
b) Promotion from Assistant Professor to Associate Professor and from Associate Professor to Professor
c) The process for the annual faculty performance review
d) The process for consideration of ongoing appointment

The criteria, standards and procedures are applied without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.

All departmental Master Clinician Track Statements must be reviewed and approved by the Associate Dean for Faculty Affairs.

II. MISSION STATEMENT
Committed to innovation and diversity, the Medical School educates physicians, scientists, and health professionals, generates knowledge and treatments, and cares for patients and communities with compassion and respect.

The Medical School strongly encourages and values interdisciplinary work, including scholarship, public engagement, and teaching, as well as interprofessional collaboration in clinical sciences.

III. APPOINTMENT AND ANNUAL PERFORMANCE REVIEW OF FACULTY

A. Appointment of Faculty
Master Clinician Track appointments may be made on all University of Minnesota Medical School campuses and affiliated sites, following the processes described in the Medical School Policy on Faculty Appointments. Each department has developed specialty-specific criteria for appointment in a departmental addendum as attached. As with all other tracks, it
is expected that faculty in the Master Clinician Track will maintain active engagement and participation in the University of Minnesota departmental and divisional activities in meaningful way.

1. **Assistant Professor**
   
   In the Medical School, the entry level rank for faculty is at the Assistant Professor level. The minimal, general criteria for initial appointment at this rank include:
   
   a. Possession of M.D., D.O., Ph.D., Psy.D., or equivalent degree in discipline.
   
   b. Board eligibility or certification if available in discipline.
   
   c. Documentation of competence in the skills of communication, including effective communication with trainees, colleagues, and patients.
   
   d. Active engagement in the department and appropriate division(s)

2. **Associate Professor and Professor**
   
   The criteria for appointment as Associate Professor or Professor are the same as the criteria for promotion to the rank and can be found in Sections IV.C. and IV.D.

### B. Annual Performance Review of Faculty

1. **Process**
   
   All Master Clinician Track faculty, at all ranks, undergo an annual performance review. The process for this review is described in the *Medical School Faculty Review Policy: Annual Review*. The department defines the criteria for annual performance review. Each Division Chief and/or his/her designee annually meets with each faculty member to review the performance of each faculty member and prepares a written summary. Both the faculty member and the Division Chief sign the review and forward it to the Department head. The review should include overall performance including whether the faculty member is still meeting criteria for a University appointment and progress toward promotion. In considering proposals for promotion in rank, the Medical School and its Departments comply with the procedures described in this Statement.

2. **Criteria**
   
   The criteria for satisfactory performance for the annual review are the same as those for the appropriate rank, as defined in this Master Clinician Track Statement.

### C. Review for Continuation of Appointment

1. The Department will conduct annual reviews for each faculty member. If the faculty member is maintaining criteria for appointment at the rank, including active engagement with a UMN division, or is engaged in a broader scope (Department, AHC, etc.) the next review will occur in the following year.

2. If there are concerns that the faculty member is not meeting criteria for continued appointment on the Master Clinician Track, this will be discussed with the Division
Chief, the Department Chair, and the faculty member. A letter reflecting the discussion will be sent to all three. If the faculty member wishes to maintain their appointment, they will be given 1 year to demonstrate satisfactory reengagement.

IV. CRITERIA AND STANDARDS FOR PROMOTION IN RANK
Time in previous rank does not influence the final decision when considering promotion, but a typical promotion cycle for all tracks in the UMN Medical School is 9 years, with the promotion process beginning in January of the calendar year prior to the July 1 promotion year. For example, for promotion on July 1, 2025, the Department of Pediatrics process starts in January 2024 with presentation of the candidate’s qualifications to the appropriate track committee. Currently, that is the Academic Track/Master Clinician Committee, with the Master Clinician Track being established as a separate committee.

A. Definition of Excellence for Clinical Practitioners

1. The ACGME competencies provide a framework for the education and training of our residents as well as an expectation of how faculty members should conduct themselves to achieve high quality, empathetic patient care that not only diagnoses and treats illness, but also aids in improving patient health and wellness. Faculty members being considered for promotion on the Master Clinician Track must demonstrate sustained excellence in all six of the ACGME competencies acting as a role model for medical students, residents, fellows and colleagues. The ACGME competencies include:
   a. Practice-Based Learning and Improvement – The ability to investigate and evaluate an individual’s patient care practices, appraise and assimilate scientific evidence, and improve their patient care practices.
   b. Patient Care and Procedural Skills - Provision of patient care that is compassionate, appropriate and effective for the treatment of health problems and the promotion of health.
   c. Systems Based Practice – Demonstration of an awareness of and responsiveness to the larger context and system of health care and the ability to effectively call on system resources to provide care that is of optimal value.
   d. Medical Knowledge – Demonstrated knowledge about established and evolving biomedical, clinical, and cognate sciences and the application of this knowledge to patient care.
   e. Interpersonal and Communication Skills – Demonstration of interpersonal and communication skills that result in effective information exchange and teaming with patients, patients’ families and professional associates.
   f. Professionalism – Demonstration of a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population.

B. To Assistant Professor

Not applicable in the Medical School (entry level rank is Assistant Professor)
C. To Associate Professor

A recommendation for promotion to Associate Professor is made when an eligible faculty member has a regional reputation as a leader in the field and has fulfilled the specific standards for promotion to Associate Professor as stated by this Master Clinician Track Statement:

Regional (or emerging national) recognition is documented by external letters of evaluation and activities within the competencies such as those listed in the Appendix.

Faculty members going up for promotion are expected to:

1. Demonstrate excellence in all six ACGME competencies with at least three examples per competency and
2. Demonstrate at least regional recognition in at least two competencies.

D. To Professor

A recommendation for promotion to Professor is made when an eligible faculty member achieves national and/or international recognition of their clinical skills, demonstrates evidence of effective mentoring of other faculty members, and fosters culture that enhances diversity. Additional academic, scholarly, and/or professional achievements are expected to achieve promotion to Professor.

National or international recognition is documented by external letters of evaluation and activities with the competencies such as those listed in the appendix.

Faculty members going up for promotion to Professor are expected to:

1. Demonstrate excellence in all six competences (with at least five examples per competency),
2. Demonstrate at least national recognition in at least two competencies, and
3. Demonstrate leadership

V. PROCEDURES

A positive vote by more than 50% of eligible voting faculty member in the Department will be considered favorably for promotion in the Medical School. All full-time faculty holding appropriate appointment and rank, including those at affiliated sites, are eligible to vote on recommendations for promotion of candidates in the Master Clinician Track.

VI. PROCESS FOR UPDATING THIS STATEMENT

The Medical School will review its Master Clinician Track Statement at least every five years, or more frequently as needed. Revisions will be made by the Associate Dean for Faculty Affairs. The revisions will be presented to the Faculty Advisory Council. All Medical School faculty will be invited to review and give input on the Statement.
Departments will review their specific criteria at least every five years, and more frequently as needed. Approval will be obtained through a simple majority vote of the Department faculty and the date will be noted on the Department Master Clinician Track Statement.