

Clinician-Scientist Career Development Track (CSCD)

1. Rationale
 - a. To assist in the development of clinician-scientists likely to engage in translational and/or clinical research
 - b. To provide a period of up to four years of protected time and intensive, programmatic mentoring, during which the faculty member will be better prepared for a career in the Clinical Scholar track, if during this period he/she and the department chair concur on a transition into that track
 - c. Addresses the need for development of physician-scientists while maximizing the likelihood of success in the Clinical Scholar track
- 2.. Targeted faculty candidates
 - a. Entry-level faculty member (beginning Asst. Prof.), except in unusual circumstances
 - b. Clinician (M.D. usually, could be Ph.D. clinician)
 - c. Some research background, but undecided about ultimate career focus
 - d. Interested in pursuing research, but without sufficient experience to warrant initial appointment directly into Clinical Scholar track, which requires a likely prospect of research success.
3. Minimum protected time
 - a. 40% was the consensus, but higher (e.g., 75%) was understood to be desirable, although providing more than 40% may not be financially feasible for some clinical departments.
 - b. Sufficient time is required for maintenance of clinical skills and for development of teaching ability.
4. Supplementation of departmental protected time: In order to supplement the protected time afforded by the department, might there be a subsequent competition within the SOM for additional funding from the School to cover additional protected time? For instance, an annual selection among those who have been appointed in the CSCD in the prior year, granting additional funding (? ~ \$35K per year) for the remainder of the time in CSCD track?
5. Mentoring, as well as protected time, is understood to be a critical component of the career development process to prepare the faculty member for possible transition to the Clinical Scholar track. While there is no direct financial reward for the mentors identified within the Clinician-Scientist Career Development Program, the effort of mentors can be recognized in the Annual Merit Review.
6. Faculty Appointment
 - a. The Letter of Offer should include a preliminary plan of career development and an assigned interim advisor.

- b. Within six months after appointment, a definitive development plan will have been initiated, including identification of an appropriate Primary Mentor and a formal Advisory Committee.
7. Advisory Committee
 - a. The Advisory Committee for each CSCD faculty member will be chaired by the Primary Mentor and will consist of at least three faculty members (including at least one from outside the department). The Advisory Committee will assist the Primary Mentor and Department Chair/Division Chief in advising and monitoring the CSCD faculty member. This committee is analogous to the Dissertation Committee of a graduate student. The Advisory Committee will meet at least twice a year.
 - b. The Advisory Committee, in conjunction with the Department Chair/Division Chief, will set metrics for the CSCD faculty member's expected accomplishments.
 - c. The Advisory Committee will assist the Department Chair in deciding, together with the CSCD faculty member, the future direction of his/her career after each semi-annual meeting, and will advise the Chair with regard to the continuation of the Career Development Track period and the next step(s) in the faculty member's career path.
8. Transition to the Clinical Scholar Track will be considered according to the identified metrics (see 7b), and should include consideration of:
 - a. External funding (including submissions and their scores, even if not funded)
 - i. National research grant
 - ii. Research development grant
 - iii. Commercial, investigator-initiated grant
 - iv. Clinical trials group (including the CSCD faculty member's role and its significance)
 - b. Scholarly activity in a focused area
 - i. The Advisory Committee and the Chair will consider the degree to which focused scholarly activity can be achieved, based upon the CSCD faculty member's prior research experience and/or his/her success in developing a mutually successful relationship with an existing research program/group.
 - ii. Focused presentations at research meetings
 - iii. An appropriate trajectory of scholarly activity indicating likelihood of a focused body of scholarly work in the future could be indicated by abstracts submitted, presented, and translated into submitted manuscripts and, if feasible, published papers.
9. Transition to the Clinical Educator Track
 - a. Recognized clinical excellence
 - b. Preference for research in clinical trials groups
 - c. Interested and accomplished in clinical work and/or education.
 - d. Recognized excellence in teaching.

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10. Success

- a. The success of the CSCD period will be judged for each faculty member by the identification of the “right track” for the faculty member’s future success.

11. Failure

- a. The CSCD period will be considered a failure only when the faculty member is transitioned to a track on which he/she is either unable to succeed or from which the faculty member lacks gratification.

12. Tenure track

- a. A tenure-track line is not reserved at the onset of the appointment to the CSCD track. However, the Department Chair and Advisory Committee should make a commitment to advocate for tenure track, if it is later decided that the faculty member will move to the CS or RE track.