

## Faculty Appointments for Non-Physician Clinicians

This guidance applies to physician assistants, nurse practitioners, pharmacists, therapists, and other health professionals in a staff classification with School of Medicine academic effort.

### The Duke University Faculty Appointment

A Duke University School of Medicine (SOM) academic (faculty) appointment is conferred to recognize academic effort on behalf of the SOM. Domains of academic effort include clinical teaching (i.e., supervision with education of learners in the context of clinical care), didactic teaching (e.g., classroom or lecture-based teaching), research (i.e., effort anticipated to result in scholarship and impact), and academic administration (e.g., leadership of a Duke education program, management of a research initiative, service to the SOM or university). Two types of appointments, regular rank and non-regular rank, are available.

**Regular Rank** appointments can be conferred to individuals who 1) meet SOM criteria for full-time employment (generally, total effort  $\geq 70\%$  of SOM department-defined full workload) and 2) are expected to consistently (year after year) have  $\geq 10\%$  (1.2 person months) SOM academic effort. Scholarship is required for a regular rank faculty appointment. The complete set of requirements for a regular rank appointment are available at the “*Requirements for Regular Rank Faculty Appointment*” link on the [Clinical Science APT for Administrators](#) page.

**Non-Regular Rank** appointments can be conferred to individuals with SOM academic effort who 1) do not meet minimum threshold requirements for SOM academic effort or 2) who do not meet the SOM criteria for full-time employment. Scholarship is required for a non-regular rank faculty appointment. The complete set of requirements for a non-regular rank appointment are available at the “*Requirements for Non-Regular Rank Faculty Appointment*” link on the [Clinical Science APT for Administrators](#) page.

**Clinical teaching alone does NOT qualify a clinician for a faculty appointment.** Teaching responsibilities other than clinical teaching (e.g., didactic teaching, education program leadership, education research) may qualify the individual for a faculty appointment.

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### Non-Physician Clinician Eligibility for a SOM Academic Appointment

The following apply to non-physician clinicians being considered for a SOM academic appointment.

1. **Terminal Degree Requirement.** For any SOM faculty appointment (both regular rank and non-regular rank), a terminal degree is required, per the [Duke University Faculty Handbook](#). For Physician Assistants (PAs), the terminal degree (currently) is a Master’s degree. For Nurse Practitioners (NPs), the terminal degree is the Doctor of Nursing Practice. For pharmacists, the terminal degree is the Doctor of Pharmacy. For physical therapists, the terminal degree is the Doctor of Physical Therapy. For occupational therapists, the terminal degree is the Doctor of Occupational Therapy.

- a. Of note, for PAs, there is active discussion at the national level as to whether the “entry level” degree (i.e., the degree to graduate with a PA credential) should become a doctorate level degree. If consensus is reached to change the entry level degree for PAs, then the SOM terminal degree requirement for PAs would change from a Master’s degree to a doctorate. Should this change occur, a legacy exception will be implemented for existing PAs.
2. **Faculty Appointment.** A regular rank appointment can be conferred to individuals who 1) meet SOM criteria for full-time employment (generally, total effort  $\geq 70\%$  of SOM department-defined full workload) and 2) are expected to consistently (year after year) have  $\geq 10\%$  (1.2 person months) SOM academic effort. Regular rank titles include Medical Instructor, Assistant Professor, Associate Professor, Professor, Associate Professor with tenure, and Professor with tenure. A non-regular rank appointment can be conferred to individuals with SOM academic effort who 1) do not meet effort requirements to qualify for a SOM regular rank appointment or 2) who do not meet the SOM criteria for full-time employment. Effective January 1, 2025, the applicable non-regular rank title is Clinical Affiliate. Additional requirements for a faculty appointment include:
    - a. Documented scholarship consonant with the proposed rank – typically publication in the scientific literature or comparable evidence of academic scholarship
    - b. Expectation of continued, ongoing scholarship (in addition to clinical teaching)
    - c. Non-clinical effort must be funded by sources other than clinical receipts, the School of Medicine, or the School of Nursing (e.g., grants, other external awards, tuition)
    - d. Clinical teaching as the only academic effort does NOT qualify a non-physician clinician for a regular rank faculty appointment
  3. **Dossier.** The application dossier for a faculty appointment is to include the documents required for appointment or promotion to the proposed rank, including Duke-formatted curriculum vitae, Intellectual Development Statement, Department Chair to Dean letter, and Letters of Evaluation.
  4. **Retention of staff status.** The faculty appointment will be established with a “faculty exempt” status – i.e., staff policies, benefits, work hour assignments, time off, etc., will be unchanged and remain primary.
    - a. “Faculty exempt” status also dictates the handling of termination – specifically, provision of 90-day notice (rather than 6 months tied to academic year), eligibility for severance, etc.
  5. This guidance applies to applications from the date of publication forward.
  6. APP faculty appointments are subject to review and / or approval by:
    - a. Department Chair
    - b. Department APT Committee
    - c. Discipline leadership
    - d. Director, APT
    - e. Associate Dean for APT
    - f. Vice Dean for Faculty

- g. Medical Center Executive Committee (notification)
  - h. Duke University Board of Trustees (notification)
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**Revision History**

Version Date	Summary of Changes
2024 Nov 01	Inaugural policy