

Faculty Appointments for Durham Veterans Administration Medical Center Clinicians, Educators, and Researchers

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. Regular rank titles include Medical Instructor, Assistant Professor, Associate Professor, Professor, Associate Professor with tenure, and Professor with tenure. 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.

Duke University policies as listed in the [Faculty Handbook](#) regarding time away and leave are applicable to regular rank faculty. Duke University financial benefits (e.g., Child Tuition Grant) can accompany a regular rank appointment. However, to be eligible for the financial benefits of a regular rank appointment, Duke University salary is required. **Duke University salary is NOT provided for clinical teaching at the VA. Clinical teaching at the VA alone does NOT qualify the faculty member for a regular rank appointment nor entitle the faculty member to the financial benefits of a regular rank appointment.** Duke University salary is also **NOT** separately provided for clinical services, research, or teaching provided on behalf of the VA covered in the VA contract and VA compensation of the faculty member.

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. Effective January 1, 2025, non-regular rank titles for clinicians with clinical responsibilities include Clinical Affiliate (reserved for staff), Medical Assistant Professor, Medical Associate Professor, and Medical Professor. 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.

VA Clinician Eligibility for a SOM Academic Appointment

Regular Rank Appointments. VA clinicians who meet the requirements for a SOM regular rank faculty appointment as stipulated in the regular rank policy are eligible for a regular rank faculty appointment. VA clinicians with a SOM regular rank faculty appointment are subject to the same oversight and management as other Duke faculty with a regular rank appointment, including annual review and the policies governing promotion and tenure. VA clinicians (including 8/8ths clinicians) with at least 10% (1.2 person months) SOM academic effort who receive Duke salary for that SOM academic effort are eligible for the financial benefits provided by Duke University and are subject to the time away / leave policies described in the Duke University Faculty Handbook. Department discretion is permitted to request a regular rank appointment when future funded academic effort is anticipated. However, VA clinicians (including 8/8ths clinicians) who achieve the 10% (1.2 person months) SOM academic effort requirement for a regular rank faculty appointment through clinical teaching alone at the VA (with no Duke University salary) are NOT eligible for a regular rank appointment, are not eligible for the financial benefits provided by Duke University to regular rank faculty members, are not subject to the time away / leave policies described in the Duke University Faculty Handbook.

Total effort (for determination of full-time status) is the combination of VA effort plus Duke effort. Definition of full faculty workload is determined by the Department.

Based on a 60-65 hour work week, the maximum SOM academic effort per VA eighths is described at <https://myresearchpath.duke.edu/examples-va-8ths-and-total-duke-appointment-calculations?>

Non-Regular Rank Appointments. For VA clinicians who do not meet the criteria for a regular rank appointment (e.g., Duke SOM academic effort of <10% [1.2 person months]), a non-regular rank appointment may be conferred. Effective January 1, 2025, for VA clinicians with academic effort comprised only of clinical teaching at the VA, new appointments will be conferred as non-regular rank appointments. Neither salary nor benefits accompany a non-regular rank appointment.

VA Educators. Duke SOM faculty appointments are not conferred to VA educators without SOM academic effort who are VA employees governed by VA education policies and procedures.

VA Researchers. Duke SOM appointments are not conferred to VA researchers without SOM academic effort who are VA employees governed by VA research policies and procedures.

Existing Appointments. A regular rank appointment conferred to a VA clinician before January 1, 2025, may be continued per the discretion of the department. The exception is the VA clinician with a regular rank appointment receiving Duke University financial benefits without a concomitant Duke salary. Effective July 1, 2026, these appointments (faculty receiving Duke University benefits without a concomitant Duke salary) are to be adjusted in accordance with this guidance.

VA Clinical Teaching Qualifiers

Duke University salary is NOT provided for clinical teaching at the VA; clinical teaching at the VA alone does NOT qualify the faculty member for a regular rank appointment or entitle the faculty member to the associated Duke University financial benefits (e.g., Child Tuition Grant). Effective

January 1, 2025, for VA clinicians with academic effort comprised only of clinical teaching at the VA, new appointments will be conferred as non-regular rank appointments. Neither salary nor benefits accompany a non-regular rank appointment.

Additional stipulations include the following:

- a) For SOM appointments, a learner is defined as any Duke University MD, PA, NP, PT, OT, CRNA, or other Duke health profession learner, student, resident, or fellow. Allocation and credit for academic effort for teaching the VA-based learner is accountable to and managed separately by the VA.
- b) A clinical setting can be an ambulatory clinic, operating room, hospital ward, intensive care unit, radiology room, pathology lab, virtual visit – i.e., any location where patient care is delivered.
- c) While providing direct patient care in a clinical setting, the faculty member personally has responsibility for the clinical supervision of the learner – e.g., review and co-signature of clinical notes authored by the learner. However, clinical supervision alone (the service component of a learner providing patient care) does not qualify as academic effort.
- d) For clinical teaching to qualify as academic effort, the faculty member must separately leverage the proximity to the learner to actively educate the learner based on the clinical context – e.g., review of salient features of disease presentation, pathophysiology, differential diagnosis, clinical decision making, treatment, performance of procedures, assessment of care quality and patient outcomes, or other aspects of patient management via discussions at patient bedside or in the hallway between patients during inpatient rounds, case presentations and review following inpatient rounds, discussions before, during and following procedures, or discussions in the outpatient setting in the presence of the patient or between patients.
- e) The interaction between faculty and learner(s) must be a scheduled responsibility assigned by a Duke training program – e.g., medical student clerkship, house staff rotation. Assignment by a VA training program (even if training Duke learners) does not qualify an individual for a Duke faculty appointment. VA training programs are accountable to and managed separately by the VA.
- f) Formal assessment of the learner must be returned to the Duke clerkship or program director by the faculty member (e.g., via MedHub) reflecting the education experience. The faculty member must provide assessments of the learner in a timely fashion as determined by the clerkship or program director.
- g) Formal assessment of the faculty member must be returned to the Duke clerkship or program director by the learner (e.g., via MedHub) reflecting the education experience.

Revision History

Version Date	Summary of Changes
2024 Nov 01	Inaugural policy