

Faculty are an integral part of the medical school. The appellation “doctor” – from the Latin *docere*, meaning “to teach” – includes the responsibility of all physicians to share knowledge and information with colleagues, trainees, and patients. Physicians have the opportunity to give back to their profession by teaching the science, art and ethics of medicine to medical students, residents and fellows. The medical school provides the opportunity for Clinical and Community Faculty to participate in training the next generation of physicians for tomorrow’s patients, and ultimately, improving the health of the communities we serve.

WMU Homer Stryker M.D. School of Medicine faculty have a primary appointment in a department of the medical school whether or not they are directly employed by the medical school. Clinical faculty are physicians and other healthcare providers who participate in teaching, clinical research, and administration of medical school programs. Community faculty are non-clinicians who also participate in the lecturing, research and administration of medical school programs.

There are three principles on which the faculty appointment is based: teaching activities, sustained efforts to improve personal teaching abilities, and service to the medical school. Clinical and Community Faculty participate directly in teaching or service to the medical school for a minimum of 50 hours in each year of the appointment period to continue to qualify for faculty appointment.

### **Teaching Activities:**

- Teaching opportunities for Clinical and Community Faculty include:
  - Teaching in a classroom or small group setting.
  - Participation in student learning activities in the Simulation Center.
  - Serving as a mentor or clinical instructor for medical students in a clinical setting during first- and second-year longitudinal clinical experiences, third-year clerkships, and fourth-year electives.
  - Serving as a mentor or clinical instructor for residents and fellows in a clinical setting that includes medical students.

### **Sustained Efforts to Improve Teaching Abilities:**

- Faculty members engage in efforts to improve personal teaching abilities and assessment skills in each year in the appointment interval. Documentation could include attendance in relevant teaching development activities sponsored by the medical school, local or national organizations, and professional societies that focus on or have relevant sessions directed to educational skills.

### **Service to the Medical School:**

- Contributions and service other than teaching are important to the medical school as an academic institution and may include but are not limited to:
  - Research productivity and scholarly activity.
  - Leadership and service to the medical school and affiliated institutions in roles that are germane to full functioning of the medical school as a medical education institution.
  - A significant role in the curriculum of the medical school (e.g., course director, clerkship director, discipline director).
  - Service on medical school committees such as the Admissions Committee.

## Benefits of Faculty Appointment

Clinical or Community Faculty are eligible for a three-year appointment with the following ranks:

- Clinical or Community Professor
- Clinical or Community Associate Professor
- Clinical or Community Assistant Professor
- Clinical or Community Instructor

Faculty receive:

- A certificate of recognition for display.
- Recognition of faculty appointment and participation in the medical school.
- Recognition at medical school and community events.
- Permission to include their faculty appointments and rank in their professional and clinical promotional materials.
- Privileges to the medical school library including access to electronic resources.
- A WMed faculty email address @med.wmich.edu.
- Continuing medical education (CME) for preparing for and teaching medical students and residents.
- CME conferences at free or reduced registration.
- Financial recognition for teaching in classroom and clinical settings.
- Access to facilities and to professional development and specialty-specific activities, seminars and workshops.

Prospective Faculty should contact the appropriate Department Chair for guidance on the appointment process. Medical school department staff will assist faculty with required documentation for appointment and re-appointment. Additional information is at [med.wmich.edu/facultyaffairs](http://med.wmich.edu/facultyaffairs).

## Becoming a Member of the Faculty

Faculty are appointed by the Dean on the authority of, and ratified by, the Board of Directors after recommendation of the Department Chair and the Appointment and Promotion Committee. Requirements for a Clinical Faculty appointment include:

- Doctoral degree (e.g., PhD, EdD, or MD/DO/MBBS or equivalent medical doctor degree for clinical faculty).
- Physicians with clinical responsibilities must hold current board certification or be within seven years of completion of accredited training to be appointed at the rank of Assistant Professor or higher. Physicians with clinical responsibilities who do not hold current board certification and are beyond seven years of completion of accredited training are appointed at the rank of Instructor.
- All necessary education and training for the career choice including, but not limited to, completion of residency, subspecialty fellowship or postdoctoral experience.
- If relevant to the responsibilities, the appropriate licenses, credentials and maintenance of certification.
- If relevant to the responsibilities, a record of inquiry, research and discovery sufficient to predict likelihood for initiating or continuing scholarly activities.

Western Michigan University Homer Stryker M.D. School of Medicine, as an Equal Employment Opportunity employer, complies with all applicable federal and state laws regarding nondiscrimination with respect to students, faculty and employees in the administration and operation of its policies and programs, activities, facilities, financial aid (loans and scholarships) and admissions. The medical school is committed to equal opportunity for all persons. All actions and decisions with respect to students, faculty and employees made by WMU Homer Stryker M.D. School of Medicine are on the basis of individual merit, qualifications, experiences, attributes, talent, abilities, skills, background, life experiences and other relevant criteria and without discrimination on the basis of race, ethnicity/national origin, creed, color, religion, gender, pregnancy, sexual orientation, gender identity, age, disability, veteran status, genetic or family medical information, height, weight, marital status, familial status, or any other status protected by applicable law or local ordinance. Inquiries or complaints may be addressed to the Associate Dean for Administration and Finance, 1000 Oakland Drive, Kalamazoo, MI 49008, 269.337.4500.