

QU Health
Clinical Faculty Appointments
Guideline

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Date for review	

Guideline description

This guideline describes the basis of clinical faculty appointment at QU Health. Clinical faculty status is considered a courtesy appointment made by QU Health to recognize support given by an individual through either teaching, research, or fostering partnerships between QU Health and industry, the profession, or the wider community. Clinical faculty titles may be conferred on persons recognized as experts in their relevant fields who are not necessarily required to have an academic career background. These persons are expected to have a significant and sustained input to the university.

For those who have an academic appointment at another university or who are being appointed in a research capacity, the QU adjunct Faculty Appointment policy applies and should apply.

This guideline relates to the clinical faculty appointed on the bases of their practitioner status.

Clinical academic ranks do not apply in case the appointee decides to move to QU on full time bases. Rather, QU credentials framework are used decide on full-time academic rank.

Guidance statements

Clinical faculty at QU-HEALTH will be appointed according to the following ranks:

Clinical teaching Assistant, Clinical lecturer, Clinical assistant professor, Clinical associate professor, Clinical professor.

- The title awarded will be based upon the rank, professional standing, and expertise. The title awarded will be decided on a case by case basis.
- If the applicant holds an academic rank at another academic institute; and in accordance with QU policy 027, which stated clearly that "in no circumstances will an increase of more than one jump in rank be considered," we will not offer more than one jump in the applicant's academic rank.

There are two categories of clinical faculty at QU-HEALTH; practitioners and key stakeholders.

A. Practitioners are predominately clinical practice oriented and include:

- Those holding a clinical license in Qatar.
- Non-paid Preceptors.
- Those running or engaging in a practice
- Community practitioners

The criteria for the different ranks describes the qualifications and experience, noting that the overall profile is significant. Criteria are neither exhaustive nor prescriptive and are intended only as guides of the standard expected. For detailed criteria relating to clinical practitioner ranks see Appendix 1, and a summary table on the following pages.

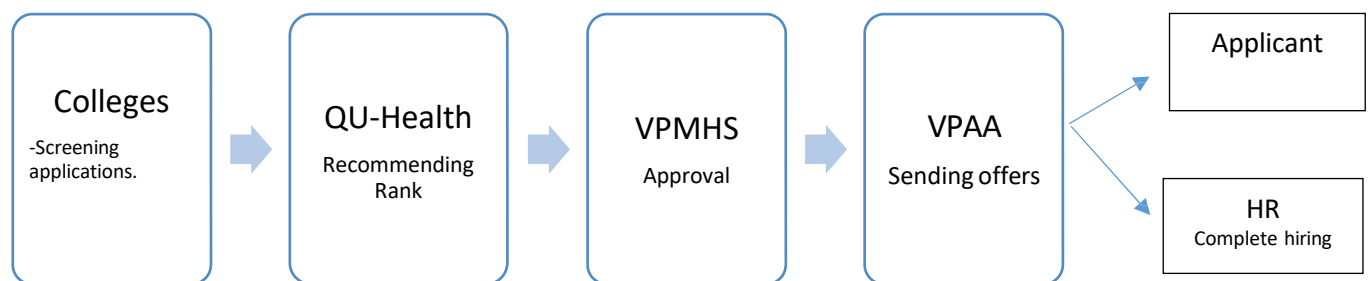
B. Key stakeholders are individuals with **exceptional** professional expertise, and who are well positioned to contribute at a strategic level to QU Health through their various roles. These key stakeholders are identified by the College Deans. Their rank is awarded based upon their potential contribution and standing within their respective field of expertise. Qualification and clinical experience criteria for QU faculty do not apply to this category of a clinical faculty, who are considered based upon their overall portfolio.

Procedures

The following documents should be submitted by the applicant:

1. A clinical faculty appointment application form (Appendix 2).
2. Approval of the primary employer indicating: support for the application; confirmation of current position and rank; and confirmation that all educational and professional qualifications have been verified (Appendix 2).
3. Academic transcripts/ degree certificates

The following flowchart describes the application and review process for QU Health clinical appointees.



For expectations, rights and privileges, and details on appraisals and contract renewals see Appendix 3. Those seeking renewal should complete the Clinical Faculty Appointment Renewal Application Form (Appendix 4). Each clinical Faculty Appointment Committee will operate within standardized Terms of Reference (Appendix 5).

After appointment and upon renewal, clinical appointees who fulfill the criteria of higher academic rank, can request to the higher academic rank by submitting new application (Appendix 2).

All decisions regarding the clinical appointments and renewals and/or Promotions are subject to the executive decision of the Vice President of the Medical &Health Sciences.

Below is a summary of criteria related to clinical faculty (more details are presented in Appendix 1).

If the applicant holds an academic rank at another academic institute; and in accordance with QU policy 027, which stated clearly that "in no circumstances will an increase of more than one jump in rank be considered," we will not offer more than one jump in the applicant's academic rank.

Rank	Minimum Requirements			
	Qualifications	Clinical experience	Teaching experience	Research experience
Clinical Teaching Assistant	Masters, PharmD, DMD/DDS/BDS OR MD*	Clinician in a training post (Internship)	-	-
Clinical Lecturer	Masters, PharmD, DMD/DDS/BDS OR MD* *Refer to the national framework definition	<ul style="list-style-type: none"> MD / Dentist in a specialist post or equivalent OR MD who has completed residency& fellowship and not yet achieved a consultant status. OR 3 years clinical experience for aligned health professionals.		
Clinical Assistant Professor	-PhD OR -MD or equivalent with board certification or equivalent OR - DMD/DDS with board certification or equivalent	<ul style="list-style-type: none"> Consultant OR Senior practitioners OR Specialist who has completed a fellowship program who meets the requirements for research and teaching.	3 years teaching under/postgraduate	3 peer reviewed papers, indexed (Scopus/ Pubmed) ** ** For consultants, research experience is not a requirement for the rank of assistant professor.
Clinical Associate Professor	-PhD OR -MD with board certification or equivalent OR - DMD/DDS/BDS with board certification or equivalent	<ul style="list-style-type: none"> Consultant OR 6 years in previous rank Assistant professor OR Equivalent: 6 years licensed clinical practitioner at consultant level with a strong national reputation within Qatar and preferably a regional reputation in other GC Countries.	6 years teaching under/postgraduate	<ul style="list-style-type: none"> 6 peer reviewed papers indexed (Scopus/Pubmed) At least 5 H-Index
Clinical Professor	-PhD OR -MD with board certification or equivalent OR - DMD/DDS/BDS with board certification or equivalent	<ul style="list-style-type: none"> Senior Consultant (Senior attending) OR 6 years in previous rank Associate professor OR Equivalent, 10 years licensed clinical practitioner at consultant level with national, regional and preferably, international recognition for their contribution to the specialty 	10 years teaching under/postgraduate	<ul style="list-style-type: none"> 12 peer reviewed papers indexed (Scopus/Pubmed) At least 10 H-Index

