

QUICK REFERENCE CHART FOR CDU ACADEMIC RANKS

Clinical/Community/Research Series <i>(There are no steps at any rank in this Series)</i>	
The Clinical Faculty title will be used for faculty who are primarily involved in patient care teaching at a Charles R. Drew University (CDU) owned, operated or affiliated clinical site and who are without other academic appointments (i.e., in private practice). Minor or occasional effort in one or two academic activities would justify appointment as Clinical Faculty.	
The Community Faculty title will be used for faculty who are primarily involved in community-related activities or organizations. Typically a non-clinician, but may be a clinician. Minor or occasional effort in one or two academic activities would justify appointment as Community Faculty.	
The Research Faculty title will be used for faculty with primary faculty appointments outside the College of Medicine (COM) or CDU or who are without other academic appointment. They may be a clinician or non-clinician who are part-time and contributing to a sustained Research effort or teaching Research. Individuals who hold a faculty title at another college of university would typically be appointed at the equivalent rank.	
Ranks	
Instructor	Clinical/Community/ Research: An individual who has attained the minimal degree appropriate to the discipline (e.g., Master's degree), or may still be in training (e.g. senior post-doctoral fellow, resident or fellow). Typically a junior staff member or resident/fellow with limited or no experience as an educator or as an independent scholar. Appointment at the Instructor Rank holds little expectation or obligation to progress to higher rank unless there are exceptional circumstances.
Assistant Professor	Clinical/Community/ Research: An individual with a doctoral or other appropriate terminal degree who has potential of making excellent achievements in at least one (1) of the three (3) areas. Appointment at this rank is based on a promise of achievement rather than evidence of achievement. Contributions are required, but expectations to progress in rank are minimal. There is no time limitation for remaining at the Assistant Professor rank in this Series.
Associate Professor	Clinical/Community/ Research: An individual with a doctoral or other appropriate terminal degree who has made excellent contributions in at least one (1) of the three (3) areas, and who has gained at least a regional or emerging national reputation.
Professor	Clinical/Community/ Research: An individual with a doctoral or other appropriate terminal degree who continues to make outstanding contributions in least one (1) of the three (3) areas of the COM and who has gained a high level of national and/or international recognition.
Emeritus Status	
The <i>emeritus</i> designation is regarded as an extraordinary title which is given for extraordinary service, or in recognition of long and faithful service. Accordingly, <i>emeritus</i> status is bestowed only on those individuals who have contributed measurably to Charles R. Drew University of Medicine and Science.	

Academic Series	
Instructor	An individual who has attained the minimal degree appropriate to the discipline (e.g., Master's degree), or may still be in training (e.g. senior post-doctoral fellow, resident or fellow). Limited or no experience in the areas. Appointment at the Instructor Rank, especially for those without a terminal degree, holds little expectation or obligation to progress to higher rank unless there are exceptional circumstances. There are no steps in the Instructor rank.
Assistant Professor	An individual with a doctoral or other appropriate terminal degree who has potential of making excellent achievements in at least one (1) of the three (3) core academic areas, and will assume some academic citizenship responsibilities in the COM. Appointment at this rank is based on a promise of achievement rather than evidence of achievement. There are four steps (I-IV) in the Assistant Professor rank.
Associate Professor	An individual with a doctoral or other appropriate terminal degree who has made excellent contributions in at least one (1) of the three (3) areas, who has gained at least a regional or emerging national reputation and has at least minimal contributions in a second core academic area. He/she also carries significant academic citizenship responsibilities on behalf of the COM and/or the university. There are three steps (I-III) in the Associate Professor rank.
Professor	An individual with a doctoral or other appropriate terminal degree who continues to make outstanding contributions in least one (1) of the three (3) areas of the COM and who has gained a high level of national and/or international recognition. He/she also carries significant academic citizenship responsibilities on behalf of the COM and/or the university. There are nine steps (I-IX) in the Professor rank.
Career Academic Series	
Instructor	An individual who has attained the minimal degree appropriate to the discipline (e.g., Master's degree), or may still be in training (e.g. senior post-doctoral fellow, resident or fellow). Limited or no experience in the areas. Appointment at the Instructor Rank, especially for those without a terminal degree, holds little expectation or obligation to progress to higher rank unless there are exceptional circumstances. No steps at the Instructor rank.
Assistant Professor	An individual with a doctoral or other appropriate terminal degree who has potential of making excellent achievements in at least two (2) of the three (3) core academic areas, and will assume some academic citizenship responsibilities in the COM. Appointment at this rank is based on a promise of achievement rather than evidence of achievement. There are four steps (I-IV) in the Assistant Professor rank.
Associate Professor	An individual with a doctoral or other appropriate terminal degree who has made excellent contributions in at least two (2) of the three (3) core academic areas, has gained at least a regional or emerging national reputation, and has at least minimal contributions in the third core academic area. He/she also carries significant academic citizenship responsibilities on behalf of the COM and/or the university. There are three steps (III) in the Associate Professor rank.
Professor	An individual with a doctoral or other appropriate terminal degree who continues to make outstanding contributions in least two (2) of the three (3) areas of the COM and who has gained a high level of national and/or international recognition. He/she also carries excellent academic citizenship responsibilities on behalf of the COM and/or the university. There are nine steps (I-IX) in the Professor rank.

College of Medicine	
Description of Series	
Clinical/Community/Research Series	Appointments in the Clinical/Community/Research Series are made in cases of part-time, full-time, or volunteer faculty who are dedicated to education and teaching, research and scholarship, or clinical or community service. The area of contribution is included in their title, and as with all COM faculty they must provide evidence of appropriate contribution in the area of academic citizenship over and above their core contributions.
Academic Series	Appointments in the Academic Series are made in cases of faculty members who are dedicated to making a significant contribution to the academic mission of the College of Medicine (COM). Their contributions are extensive and largely limited to one of the core academic areas of COM rather than comprehensive. Appointment in the Academic Series is based on excellent achievements in at least one of the three areas of education and teaching, Research and scholarship, and service (professional, community, or clinical service). At least minimal activity in a second area is also expected, and Academic Series faculty must provide evidence of appropriate contribution in the area of academic citizenship over and above their core contributions
Career Academic Series	Appointments in the Career Academic Series are made in cases of faculty members who are dedicated to pursuing an academic career. Their contributions reflect comprehensive achievements across the core academic areas of the College of Medicine (COM). Promotion in the Career Academic Series is based on excellent achievements in at least two of the three areas of education and teaching, Research and scholarship, and service (professional, community, or clinical service). At least minimal activity in the third area is also expected, and Career Academic Series faculty must provide evidence of appropriate contribution in the area of Academic Citizenship service at the University over and above their core contributions