Guidance for Faculty Appointments for EHC-employed Allied Health Professionals

EHC-employed Allied Health professionals with a terminal degree are eligible for School of Medicine faculty appointments. Recognized terminal degrees for Allied Health professionals are the following:

- Anesthesiologist Assistant - MS/MMSc
- Physical Therapist - DPT
- Physician Assistant - MPAS/MS/MMSc
- Genetics Counselor - MS
- Medical Imaging - BMSc

Such faculty appointments may be voluntary (“Adjunct”) or, in certain circumstances, compensated. In all cases, the proposal of a faculty appointment must be made by the Department Chair to the Dean following established SOM procedures.

All EHC-employed Allied Health professionals may be proposed for voluntary (“Adjunct”) appointments. These appointments are uncompensated and must be extended every two years. To receive a voluntary appointment, candidates must provide some teaching or other service to the SOM.

EHC-employed Allied Health professionals who are in non-exempt (hourly) EHC job titles are not eligible for compensated faculty appointments.

EHC-employed Allied Health professionals who are in exempt (monthly) EHC job titles may be proposed for part-time compensated faculty appointments. The total of their SOM and EHC FTEs may not exceed 1.0. It is the responsibility of the Department preparing the proposal to confirm with EHC leadership that EHC has no objection to the part-time SOM effort. The terms of their EHC employment will continue to be governed by EHC policies and the terms of their faculty appointment will be governed by SOM policies. Such an individual may not receive employment benefits from both the University and EHC. To ensure that this never occurs, at all times during their dual employment one (but not both) of their EHC and SOM FTEs must be equal to or greater than 0.5 and the other must be less than 0.5.

When an exempt EHC employee is proposed for a part-time compensated faculty appointment, the proposal package submitted to the Dean’s Office must indicate that the individual is an EHC employee and define his or her EHC FTE. In addition, note that if a subsequent change is made to the individual’s SOM faculty FTE that takes it from below 0.5 to 0.5 or above, or from 0.5 or above to below 0.5, the impact on the individual's University and/or EHC benefits must be considered.

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In cases where an EHC-employed Allied Health professional provides some services to the SOM but not at the level that would justify a compensated faculty appointment, an appropriate portion of his or her EHC salary may be charged to an SOM smartkey. Such individuals should generally hold voluntary (Adjunct) faculty appointments.