

## Policy on Available Clinic Titles for New Faculty Recruits

These are the titles in The Emory Clinic that are currently available for use by clinical departments in the School of Medicine in recruitment letters and recruitment conversations when referring to a new faculty appointment and a corresponding new Clinic appointment.

These are the titles in The Emory Clinic that are currently available for you to use in requesting Clinic appointments for new recruits.

1. Physician Member - available all regular faculty clinicians who will be appointed to TEC.
2. Professional Member - available for a limited number of non-M.D. health care professionals who provide necessary clinical services; e.g., Ph.D.s, Podiatrists, Dentists, etc.
3. Associate Status - available for fellows who are in non-ACGME-accredited fellowships who hold temporary (start and end date specified; one year or less) appointments as faculty in the SOM and TEC, usually one year. These individuals will be able to bill for their services.
4. Affiliate Status - available for those faculty physicians who are heavily engaged in research/teaching and contribute nominally to TEC's health care delivery mission; e.g., psychiatrists who cover one or two weekends annually, or end-career physicians, with nominal clinical productivity (e.g., one session weekly).

The first two classes (members) execute an Employment Agreement that includes a non-compete covenant. Faculty who hold Associate and Affiliate status do not.

Currently residents and fellows who are in ACGME-approved residency and fellowship programs are not required to sign a contract with a non-compete clause. They do not hold faculty status, and they cannot bill for their clinical services that are part of their training program.

Fellows in non-ACGME-accredited programs usually are given temporary faculty appointments as Senior Associate or Instructor, depending on their years of experience since residency training. Usually they are here for one year, non-renewable. The current practice is that these fellows are not required to sign a non-compete covenant. However, the School of Medicine and The Emory Clinic have not issued a formal policy on this. Possibly some departments are not following this usual practice. This will be a matter for COC reconsideration in the near future.

When a fellow in non-accredited programs completes his/her fellowship, the temporary faculty appointment ends. If the department wishes to retain the fellow as a regular faculty member, both the School of Medicine and The Emory Clinic view such a transition as a new faculty hire in the School and a new transaction in The Clinic, independent of the temporary appointments in the School and Clinic. The reason is that the appointment as regular faculty and Clinic member requires long term commitment to salary, benefits, office, space, etc. The good fortune in the case of a transition is that managed care payer enrollment and billing numbers will remain in place (a bonus). Therefore, departments must undertake the same

recruitment/appointment/approval process as with an entirely new candidate, complete with financial pro forma and approval by the Clinic Director and recruitment letter by the Dean's Office.