



UCD Medicine Clinical Pathway 2024/2025

The *UCD Medicine Clinical Pathway* is designed to recognise those within our clinical training network who make a significant contribution to the School through teaching, research or clinical leadership. Appointees are adjunct academic staff not normally employed by University College Dublin. They will ordinarily be employed within the healthcare system as a hospital consultant, general medical practitioner, radiographer or paramedic or will have recently retired from such employment. Most applicants do not have any protected academic time and carry significant clinical responsibilities.

Introduced in 2007/2008, the *UCD Medicine Clinical Pathway* operates as a formal University adjunct appointment (clinical pathway appointments). Adjunct appointments made under the *Dublin Academic Medical Centre* agreement (*DAMC appointments*) integrate within this scheme. The *UCD Medicine Clinical Pathway* offers an opportunity for progression to higher academic ranks based on contributions to the University. Separate adjunct appointment routes exist for non-clinical staff (University adjunct appointments) and for clinical and non-clinical staff who hold substantive academic appointments at other Universities (visiting academic appointment).

There have been 1,988 applications for adjunct appointment or promotion and there are 991 active adjunct appointments within the School comprising:

	Number of Appointments
UCD Full Clinical Professor	34
UCD Clinical Professor	98
UCD Associate Clinical Professor	285
UCD Assistant Clinical Professor / UCD Clinical Lecturer	484
UCD Visiting Full Professor	10
UCD Visiting Professor	5
UCD Visiting Associate Professor	7
UCD Visiting Assistant Professor	1
UCD Visiting Research Fellow	10
UCD Adjunct Professor (Non-Clinical)	7
UCD Adjunct Associate Professor (Non-Clinical)	5
UCD Adjunct Assistant Professor (Non-Clinical)	4
UCD Adjunct Research Fellow	30
UCD Emeritus Full Professor	7
UCD Emeritus Professor	1
UCD Associate Professor	1
UCD Emeritus Assistant Professor	1
Total	991

Consistent with normal University practice, adjunct appointments are made on a fixed term basis for periods of up to five years but may be renewed on multiple occasions.

Assessment Criteria

Eligible applicants are appointed or promoted to the appropriate academic rank based on an assessment of the following performance criteria:-

- Research Scholarship & Innovation
- Teaching, Learning & Assessment
- Clinical Leadership

Detail on each assessment criteria presented below is intended as an indicative not exhaustive list of evidence which would support nomination under the *UCD Medicine Clinical Pathway*. While evidence to support nominations may not be available under every indicator, it is expected that proposals will demonstrate performance in a significant number of areas.

Research Scholarship & Innovation

Candidates will be assessed on the extent of national and international recognition as a leading clinical researcher and scholar in their chosen field. Evidence of such standing and recognition in a discipline or field of study is likely to be demonstrated by :-

- The volume of high-quality articles in high impact peer-reviewed publications and/or books and monographs.
- Publication of original research and other scholarly endeavours in refereed journals of high international repute and impact
- When considering publication performance, care will be taken to differentiate between peer-reviewed and non-refereed articles and books and between those articles written as sole author, major author and co-author.
- Invitations to prepare expert reports or literature reviews in field of expertise that are published in internationally respected publications and editing of such scholarly journals.
- Publications of reports commissioned by government agencies and international organisations and reports on high-level consultancies carried out for industrial and commercial organisations.
- Creative works of intellectual repute in relevant disciplines.
- Intellectual property generated by the nominee including patents and licences.
- A proven track record in the direction of a substantial research group and the successful acquisition of competitive research funding.
- Presentation of seminars, papers and lectures on own research at UCD and other academic institutions or clinical centres.
- Leadership of substantial, multi-institutional or collaborative research facilities and/or programmes.
- Proven ability to attract research funding from external peer adjudicated grants administered by national and international funding agencies.
- Awards of prizes or honours for internationally regarded research.
- The recruitment, supervision and support to successful completion of students undertaking Masters, Doctoral and Post-doctoral research studies (or equivalent) in field of expertise.

Teaching, Learning & Assessment

Candidates for adjunct appointments will be expected to contribute strongly to the teaching, learning and examination assessment of University undergraduate and postgraduate students. Evidence of such contribution is likely to include, but not be limited to:-

- Provision of clinical training in field of expertise and contribution to didactic teaching within undergraduate and postgraduate education programmes including lectures, seminars, tutorials, demonstration and small group coaching offered by School and/or University.
- Leadership in the development and provision of clinical services, improvements in the quality of healthcare, improvements in the utilisation of resources and evidence of improved patient outcomes.
- Setting and marking of examination materials for the assessment of student learning including continuous assessments.
- Innovation in curriculum design, content and delivery designed to significantly improve the educational standard of programmes offered within University and the School.
- Outstanding performance as a teacher as evidenced by student ratings and/or peer review of teaching performance and by internal or external recognition by way of professional awards including prizes that recognise teaching innovation and achievement.
- Evidence of distinguished subsequent achievement by graduates resulting from learning outcomes achieved while students including those undertaking both taught and research programmes.
- Development of new clinical training programmes within field of clinical expertise for undergraduate, post-graduate and continuing professional education.
- Creation and/or leadership of substantial, multi-institutional or collaborative teaching and training programmes or facilities.
- Sustained, high quality contribution to medical education and pedagogic research within area of clinical specialty.
- Publication of innovative, widely respected textbooks, computer-based training and/or other educational resource materials.

Clinical Leadership

Candidates will be assessed on their contribution to their clinical specialty, their commitment to excellence in patient care and their leadership within their chosen field. Evidence of such standing and recognition within their field of clinical expertise is likely to be demonstrated by :-

- Qualification, registration and appointment as a clinician (consultant, senior general practitioner, radiographer or equivalent) at an affiliated hospital or other teaching environment and extent of service as clinician within field of specialty including breadth and depth of experience as demonstrated by extent and range of clinical case load.
- Successful completion of internationally recognised and accredited clinical training programmes including continuous professional education post qualification as a clinician.

- Appointment as senior clinical leader and/or direction and management of clinical programme, department or specialist service within an affiliated hospital
- Membership of internationally recognised professional organisations in area of clinical specialty.
- Contribution to and/or election to key positions on national and international bodies and societies within field of clinical expertise.
- Invitations to deliver keynote lectures at national and international conferences.
- Membership of government and international advisory bodies, committees of enquiry and international delegations relevant to field of clinical expertise.
- Organisation, hosting and chairing of nationally and internationally recognised academic and clinical conferences.
- Invitations to serve as external examiner, clinical expert or as a visiting academic in academic or clinical centres of international repute or within government departments or agencies.
- Contribution to public awareness of field of clinical specialty through participation in media (press, radio & television, etc.) exchanges.
- Other selfless acts or series of actions that benefit colleagues within clinical or university community and which furthers the establishment of a world class healthcare service and/or international leadership as a centre for clinical research.

It is likely that the nominee for an adjunct appointment will make considerable and ongoing contribution to the School, UCD and their clinical community as demonstrated through:-

- Contributions to substantial improvements in the quality of education and research conducted within the UCD and the School and the standard of healthcare delivered within affiliated hospitals.
- Substantial contribution to intellectual, cultural, social and economic life at institutional, regional, national and international levels.
- Beneficial influence on the development or application of public or professional policy or practice including the development of public healthcare policy and practice in area of clinical specialty.
- Contribution to the School/University's income generation through the attraction of philanthropic donations by virtue of their professional reputation and conduct as a clinician, medical educator and/or biomedical investigator.
- Contribution to the School/University's income generation through consultancy activities that exploit their professional knowledge or experience as a clinician, medical educator and/or biomedical investigator.
- Successful exploitation of intellectual property rights through patents, licences, etc. resulting in a substantial contribution to the School/University income and/or general benefit to society.
- Development of cross-University initiatives directed at enhancing the University's reputation as a leading research-intensive student-centred institution.
- Contributing to the management of University and/or School activities by active participation in internal committees or other activities that foster the development of a sense of community.

Academic Ranks

UCD Assistant Professor / UCD Clinical Lecturer

A clinician attached to our affiliate hospitals or other teaching environments with **up to 5 years senior level experience** who has made or who is **contributing** to UCD teaching effort, research programmes and/or School development. The appointee will possess academic, professional qualifications and experience comparable with those expected of UCD Assistant Professor/Lecturer.

Appointment at this level will require competency in a clinical specialty and a demonstrated commitment to excellence in patient care, clinical research and teaching in partnership with the School and the University. It will also require evidence of a commitment to research scholarship, emergence of clinical and academic leadership, contribution to teaching, learning and assessment and to the wider community as measured by the *UCD Medicine Clinical Pathway* assessment criteria.

UCD Associate Clinical Professor

A clinician attached to our affiliate hospitals or other teaching environments with **more than 5 years of senior clinical experience** who has made and continues to make a **significant contribution** to UCD teaching effort, research programmes and/or School development. The appointee will possess academic, professional qualifications and experience comparable with those expected of a UCD Associate Professor.

Appointment at this level will require a track record of competency in a clinical specialty and a demonstrated commitment to excellence in patient care, clinical research and teaching in partnership with the School and the University. It will also require evidence of research scholarship, clinical and academic leadership, and continued contribution to teaching, learning and assessment and to the wider community as measured by the *UCD Medicine Clinical Pathway* assessment criteria.

UCD Clinical Professor

A clinician attached to our affiliate hospital or other teaching environments who is a **leader in their field**, who has made and continues to make a significant contribution to UCD teaching effort, research programmes and/or School development. They will possess academic, professional qualifications and experience comparable with those expected of a UCD Professor.

Appointment at this level will require a substantial track record of competency in a clinical specialty and a demonstrated commitment to excellence in patient care, clinical research and teaching in partnership with the School and the University. It will also require evidence **of ongoing excellence in at least two of the following domains**: research scholarship, locally and nationally recognised clinical and academic leadership, continued contribution to teaching, learning and assessment and to the wider community as measured by the *UCD Medicine Clinical Pathway* assessment criteria. This individual will have developed as a clinician to a point of **broad interdepartmental and regional recognition by professional colleagues**. They are likely to make a major contribution to the development of clinical skills programmes, play a leading role in the provision of clinical services locally and be recognised in a senior role within a relevant professional organisation.

Although years of service alone neither compels nor precludes appointment at this level, it is unlikely that the candidate will have less than **six years post-qualification employment experience** (and may have considerably more experience) before being considered for appointment to this level.

UCD Full Clinical Professor

A clinician attached to our affiliate hospital or other teaching environments who is **an outstanding leader in their field** and who is a person of distinction and achievement. The appointee will have made and continue to make a significant contribution to UCD teaching effort, research programmes and/or School development. They will have demonstrated a **strong research output with UCD listed as a host institution** and will possess academic, professional qualifications and experience comparable with those expected of the UCD Professoriate (i.e. UCD Full Professor).

Appointment at this level will require a distinguished track record of competency in a clinical specialty and a demonstrated commitment to excellence in patient care, clinical research and teaching in partnership with the School and the University over a long period of time. It will also require **evidence of distinction in at least two domains** that contribute to the School: research scholarship, internationally recognised clinical and academic leadership, and continued contribution to teaching, learning and assessment and to the wider community as measured by the *UCD Medicine Clinical Pathway* assessment criteria. This individual will have developed as a clinician to a point of broad interdepartmental and regional recognition by professional colleagues. They will have received **international recognition** in their role as a clinician, researcher and/or a medical educator. They are likely to have made a major contribution to the development of clinical skills programmes, play a leading role in the development of clinical services locally and be recognised in a senior executive role within a relevant professional organisation.

Although years of service alone neither compels nor precludes appointment at this level, it is unlikely that the candidate will have less than **eight years post-qualification employment** experience (and may have considerably more experience) before being considered for appointment to this level.

Appointment Privileges

As far as possible, adjunct appointees will have access to the University's information technology resources, library and sports facilities on the same basis as other University staff. The adjunct staff will be regarded as academic or professional staff members of the *UCD School of Medicine*.

The appointee will be able to make appropriate use the title as approved of

- UCD Assistant Clinical Professor or UCD Clinical Lecturer
- UCD Associate Clinical Professor
- UCD Clinical Professor
- UCD Full Clinical Professor

on business cards, correspondence, publications, etc. Appointees will be able to use their association with UCD and/or the *UCD School of Medicine* for the purposes of external research funding application.

Appointees will be able to access the University's research support resources and expertise including the Office for Funded Research Support Systems and NovaUCD, the University Innovation and Technology Transfer Centre. The appointee will be able to use the above privileges subject to strict adherence with University policy, procedures and codes of practice.

Terms & Conditions

1. Appointments will be at the sole discretion of the *UCD School of Medicine* and subject to approval by the *UCD College of Health & Agricultural Sciences* and will be consistent with the UCD Policy and Procedure for the Appointment of Adjunct Academic Staff.
2. Appointments will be for a fixed period (typically 5 years) and are renewable subject to continued performance against assessment criteria.
3. The University reserves the right to terminate the appointment at any time without giving reason. It reserves the right to terminate the appointment of any adjunct staff member who fails to maintain the highest professional standards or whose conduct could damage the reputation of either the School or University.
4. In addition to their current job title, the appointee is encouraged to use the adjunct academic title conferred by the University under this appointment.
5. To avoid misrepresentation, the appointee must not abbreviate the conferred title.
6. Appointments are made to an individual and do not attach to a particular employment post.
7. The appointment as adjunct staff member is of an honorary nature and the appointee will not be afforded tenure or any University voting privileges.
8. The appointment will not include an entitlement to remuneration from the University either now or in the future.
9. The appointment will not transfer any responsibilities or liabilities held by the appointee or their employer to the University or the *UCD School of Medicine*.
10. The appointee will be considered as an adjunct staff member of the *UCD School of Medicine* within the *UCD College of Health & Agricultural Sciences*.
11. The appointee will be invited to participate in School meetings and any other meetings as determined by the Head of School.
12. The appointee will be required to include the name of University College Dublin on research publications and will be expected to include research publication details on the University Research Information System.
13. The appointee will be expected to use the UCD Research systems for research grant administration, including the signing of contracts. UCD Research circulate details of research funding opportunities on a regular basis.
14. The appointee must comply fully with UCD policies relating to intellectual property and commercialisation of research. Information on such matters can be obtained from *NovaUCD*, the University Innovation and Technology Transfer Centre.
15. The appointee is required to notify the UCD School of Medicine of any actual or potential conflicts of interest that may arise as a result of their appointment as an adjunct member of staff. In particular, the appointee should advise the Head of School if they propose accepting an academic appointment in any other University or institution.