SUMMARY OF PROMOTION & TENURE RULES CHANGES: AUGUST 16, 2012

- Full-time faculty members may now hold appointments in one of three series: the regular series; the research professor series; or the clinical practice series (See page 2).
- Positions in the three series are not inter-changeable. Reassignment is possible if agreed to by the faculty member and chair and after review by appropriate promotion committees.
- Clinical activity is more broadly defined to include projects addressing quality of care, patient safety and value. “Scholarship” may include projects that advance the science and practice of health care quality, efficiency and patient safety, or other activities that address community health care needs or that shape public policy on health care.
- Teaching is also more broadly defined, to include not only didactic instruction but also mentorship, professional role modeling and supervision in classroom, clinical, research and community settings. Teaching also includes course leadership and administration, development of innovative instructional or evaluation methods and educational scholarship and research. Recognition is given to the teaching of undergraduate students, graduate students, residents, fellows and health care providers in all the health professions.
- Research “independence” is re-defined, with greater recognition given to team science.
- Promotion to full professor [in all 3 series] requires that the faculty member demonstrates “continued achievement in their area of expertise.” The following is added: “they must have a record, since receiving tenure or promotion to associate professor, that indicates substantial, significant and continued growth, development and accomplishment in teaching, scholarship and other applicable areas.”
- Sabbaticals: Are available to faculty members in all 3 series (after 6 or more years of service, with chair’s permission and subject to availability of resources).
- Tenure Awards
  - The requirement for the “long, continued, systematic study of phenomena or events” is modified, in order to facilitate tenure consideration for younger faculty members (rising stars) who otherwise have impeccable qualifications for tenure. The new requirement is for the “rigorous, systematic study …”
  - The 2007 language gave priority to the “scholarship of discovery” (research), stating that only “exceptional examples of the scholarship of application, integration and teaching” will be considered. Now, all types of scholarship will be considered during a tenure review, so long as the high standards are met.
- Instructions for department chairs: All faculty, including those at affiliated institutions, must be provided: adequate mentoring and career development programs; annual academic performance reviews; career development resources, such as the Guide to Building a Dossier for Promotion and Tenure, Promotion 101 courses, and seminars organized by the Office of Faculty Affairs and the Academy of Medical educators; and a comprehensive academic (“mid-course”) review, as required by Regent policies.
- Associate Dean, Faculty Affairs will provide: annual list of faculty members who must undergo a mid-course review; a guideline for preparing an Investigator’s Portfolio.
- External letters of reference: Clarifies that these may not be shared with the candidate; clarifies procedures for selection of external referees, with input by candidate.
- Adds this language regarding review of promotion recommendations by the Executive Committee of the School of Medicine: In evaluating the merits of a candidate for promotion or tenure, the Executive Committee may not consider new information about the candidate or other evidence that was not previously presented to the Faculty Promotions Committee.
Addition of a New Clinical Practice Series

- Faculty members whose duties are focused primarily in direct patient care may be given titles in this series. **This series will not be available until approved by the Regents.**
- Faculty members will hold the titles of “Associate Professor of Clinical ...” or “Professor of Clinical ...” followed by the name of one of the clinical departments.
- At all ranks, faculty must demonstrate excellence in clinical practice and at least meritorious accomplishments in teaching. Scholarship is encouraged but not required.
- Faculty in this series may hold limited, indeterminate or at-will appointments. Faculty are not eligible for tenure.
- **There will be no Instructors, Senior Instructors or Assistant Professors in the Clinical Practice Series.** Instead, faculty members who are appointed or promoted to the rank of Assistant Professor will hold regular appointments (or research series appointments, as appropriate).
  - Instructors and Assistant professors will remain “undifferentiated,” in order to encourage scholarship and ensure that junior faculty members can explore different academic career options in the early stages of their careers.
  - Prior to undergoing departmental review for promotion from Assistant Professor to Associate Professor, all faculty members, in consultation with their mentors and chair, must choose whether to seek promotion to Associate Professor in the regular or clinical practice series. Normally, they will make this election after undergoing a comprehensive mid-course review, based on their interests and accomplishments in clinical work, teaching and scholarship.
- Faculty members in the Clinical Practice Series are entitled to all rights and privileges of faculty members in the regular series, with the exception of tenure eligibility. **Importantly, Associate Professors of Clinical Practice and Professors of Clinical Practice are eligible for sabbatical assignment.** Also, annual performance reviews and the timing and processes for reviews for appointment and promotion in the clinical practice series are identical to the review and approval processes for regular faculty.
- **The criteria for promotion or appointment to the rank of Associate Professor:**
  - Excellence in Clinical Practice; at least meritorious teaching; a local or regional reputation. Scholarship is not required but will strengthen the clinician’s promotion portfolio.
- **The criteria for promotion or appointment to the rank of Professor:**
  - Excellence in clinical care; at least meritorious performance in teaching; continued achievement in their areas of expertise; a national or international reputation for excellence in clinical care;
  - PLUS at least one of the following: excellence in teaching; or leadership of structured projects that have assessed and improved the quality, value and efficiency of clinical care; greatest weight is given to scholarly projects that advance the science and practice of health care quality, efficiency and patient safety.
  - Scholarship is encouraged and will strengthen the clinician’s promotion portfolio.