Appointment, Promotion and Tenure Revisions

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MCOM Dean’s Charge

- Simplify faculty types
- Simplify faculty tracks
- Create metrics for evaluation for promotion and tenure
Current State MCOM
Current Faculty Types and Tracks

• Faculty Types
  ▪ Core
  ▪ Collateral
    o Visiting, Adjunct, Emeritus, Joint
    o Appt < 0.5 FTE with affiliate or
    o VA, Moffitt and other major affiliate employees
  ▪ Voluntary
  ▪ Collaborative
    o Academic relationships with private practice
      community who support GME, UME or
      research

• Promotion Pathways
  ▪ Tenure line
  ▪ Non-tenure line
    o Clinical Educator
    o Research Scientist
    o Scientific Educator
    o Collaborative Research Scientist
Current Non-Tenure Earning Appointments

1. Clinical
2. Research
3. Scientific Educator
4. Courtesy
5. Visiting
6. Adjunct
7. Emeritus
8. Acting
Proposed Revisions MCOM
Proposed Revisions

• Composition of Morsani College of Medicine
  - **Core Faculty**
    - Tenure line
    - Non-tenure
      - Includes MCOM, VA’s, HLM, Lehigh Valley and other major affiliates who participate in the academic instructional and research programs
      - Also includes Emeritus, Adjunct, Joint faculty and Visiting Scholars
  - **Non-core**
    - Includes voluntary and clinical practice partners
# Promotion Pathways

<table>
<thead>
<tr>
<th>Faculty Type</th>
<th>Path</th>
<th>Research</th>
<th>Clinical</th>
<th>Teaching</th>
<th>Service/Admin/Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td>Core</td>
<td>Tenured</td>
<td>Required</td>
<td></td>
<td>Must choose 2</td>
<td></td>
</tr>
<tr>
<td>Core</td>
<td>Non-Tenured</td>
<td></td>
<td></td>
<td>Choose area of Excellence and second area of focus</td>
<td></td>
</tr>
<tr>
<td>Non-Core</td>
<td>Voluntary</td>
<td></td>
<td></td>
<td>Choose area of Excellence and second area of focus</td>
<td></td>
</tr>
</tbody>
</table>
Areas of Excellence

• Research
  ▪ Basic, translational and clinical research and epidemiology, biostatistics, and other areas of health related research
  ▪ Includes individuals who bring a unique or critical expertise to a biomedical research team

• Teaching
  ▪ Faculty who spend the majority of their time on educational activities.
    o Didactics teaching of students, residents, clinical fellows, research fellows and peers
    o Research training and mentorship, clinical teaching and mentorship and administrative teaching leadership roles.
Areas of Excellence (cont’d)

• Clinical Expertise and innovation
  ▪ Primary focus clinical
  ▪ Innovative approaches to diagnosis, treatment or disease prevention, applications of technology to clinical care, establishment of recognized best practice guidelines

• Service/Administration/Leadership
  ▪ Primary focus on either university service, administration and or leadership.
  ▪ Administration may include administrative efforts toward the management of large research grants.
## Metrics: Promotion to Associate Professor (Tenure Path)

<table>
<thead>
<tr>
<th>Research (Required)</th>
<th>Clinical</th>
<th>Teaching</th>
<th>Service</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Peer-Reviewed Publications</strong></td>
<td>[\begin{align*} \text{1.} &amp; \quad 10 \text{ or more publications since appointment to assistant professor} \ \text{2.} &amp; \quad 5 \text{ as first or senior author since appointment as assistant professor} \end{align*} ]</td>
<td>Reputation of clinical excellence and quality</td>
<td>Positive teaching evaluations; or strong peer-reviewed teaching evaluations; or program or course development</td>
</tr>
<tr>
<td><strong>Grants</strong></td>
<td>Evidence of a regional clinical reputation</td>
<td>Successful mentorship of graduate students and/or postdoctoral fellows</td>
<td>Peer-reviewed study section member; or service as reviewer or on editorial boards</td>
</tr>
<tr>
<td>PI, multi-PI/co-PI on at least 1 peer-reviewed federally or industry funded that has been renewed; or current and prior funded grant</td>
<td>Evidence of a regional clinical reputation</td>
<td>Successful mentorship of graduate students and/or postdoctoral fellows</td>
<td>Peer-reviewed study section member; or service as reviewer or on editorial boards</td>
</tr>
</tbody>
</table>
# Metrics: Promotion to Professor (Tenure)

<table>
<thead>
<tr>
<th>Research (Required)</th>
<th>Clinical</th>
<th>Teaching</th>
<th>Service and National Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Peer-reviewed publications</td>
<td>1. 15 or more peer reviewed publications since promotion to associate professor</td>
<td>Reputation of clinical excellence and quality</td>
<td>Positive lecture evaluations or multiple strong peer-reviewed teaching evaluations or program/course development</td>
</tr>
<tr>
<td></td>
<td>2. 5 as first or senior author since promotion</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants</td>
<td>Evidence of National clinical reputation</td>
<td>Sustained mentorship of graduate students and or postdoctoral fellows or T32 or K-award mentorship</td>
<td>Ad hoc or regular peer-review study section membership; and or service as a regular ad hoc reviewer and journal editorial board member</td>
</tr>
<tr>
<td>PI, multi-PI/co-PI with sustained federally or industry funding with full indirects</td>
<td></td>
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</tbody>
</table>
## Areas of Excellence Options: Teaching

| Didactic Teaching                                                                 | Participation in courses and lectures to medical or graduate students, residents, fellows, Continuing professional education and public education  
|                                                                                 | Learner and peer evaluations  
|                                                                                 | Evidence of increasing involvement and responsibility over time  
|                                                                                 | Innovation in classroom teaching methods or novel applications  
|                                                                                 | Production of tests or educational software  
|                                                                                 | Unsolicited invitations to teach at other institutions including Grand Rounds  
|                                                                                 | Ability to attract students to electives |
| Research training and mentoring                                                 | Number and stature of individuals trained  
|                                                                                 | Publications with trainees  
|                                                                                 | Feedback from trainees if available  
|                                                                                 | Thesis or Dissertation advisement  
|                                                                                 | Award of training grant |
| Clinical teaching and mentoring                                                 | Quantified level of activity  
|                                                                                 | Evaluations by students, residents and fellows  
|                                                                                 | Involvement in education in professional society |
| Administrative teaching leadership role (e.g. residency or fellowship co-director or director, course or seminar director or co-director) | Evaluations and success of course and or programs  
|                                                                                 | Innovations to existing programs introduced by candidate  
|                                                                                 | Increased attraction of highly competitive candidates, enhanced diversity of program |
| Additional Teaching Accomplishments                                            | Teaching Award  
|                                                                                 | Informal influence on student growth and development  
|                                                                                 | Serving as an effective mentor for junior faculty |
### Areas of Excellence Options: Scholarly Activity

| Basic and Applied Research                                                                 | PI/Co-PI/ of funded research grants or clinically funded research  
|                                                                                           | Membership on national/state research peer-review panels  
|                                                                                           | Unsolicited invitations to present research findings at other institutions or at national/international professional or scientific meetings  
|                                                                                           | Demonstration of initiative and sustained activity as independent researcher  
|                                                                                           | Patent generating significant licensing income  
| Published Works                                                                          | Authorship of peer reviewed publications  
|                                                                                           | Author/Editor of peer reviewed books, chapters, video, and other non-print materials  
|                                                                                           | Author of other scholarly publications including consensus statements and practice guidelines  
|                                                                                           | Frequency of citations  
| Creation of Innovative Teaching                                                           | Publication of educational innovations, including curriculum development and new teaching material  
| Creation of clinical materials and procedures                                             | Publications of clinical observations, reviews, investigations, computer programs or contributions dealing with new clinical insights, improved methods or diagnosis and treatment and more effective delivery systems  
| Original contributions to health science knowledge base                                    | Evidence of original contributions to the health science knowledge base  
| Other                                                                                     | Scientific honors/awards  
|                                                                                           | Election to membership or fellowship in prestigious scholarly society |
# Areas of Excellence Options: Clinical Care

<table>
<thead>
<tr>
<th>Area</th>
<th>Description</th>
</tr>
</thead>
</table>
| Clinical Care               | Recognition as an outstanding clinician as evidenced by a state-wide pattern of clinical referrals  
Reputation of clinical excellence and quality |
| Clinical Leadership         | Holding leadership roles in an affiliated hospital or healthcare organization or recognized achievement on behalf of such an organization |
| Clinical Consultation       | Recognition of superior clinical accomplishments as evidenced by being sought out for consultation by colleagues |
| Clinical Recognition        | Membership or fellowship in elected professional organization that denotes high level of clinical competency  
Recognitions such as Best Doctors |
| Clinical Productivity       | RVU’s appropriate for specialty and clinical FTE |
| Clinical Service            | Participation in multidisciplinary conferences and tumor boards |
## Areas of Excellence Options: Service/Admin/Leadership

| Service | Service to department, college and university  
|         | Service to local, state, national, professional or academic communities  
|         | Leadership in community service  
|         | Holding leadership roles in an affiliated hospital or healthcare organization or recognized achievement on behalf of such an organization  
|         | Involvement in Search Committees  
| Administration | Recognized achievements in administration including of residency/fellowship/graduate programs  
|         | Recognized achievement in administration to department, college, university or professional society  
| Leadership | Recognized achievement in leadership to department, college, university or professional society  
|         | Holding leadership office in professional or learned societies at state, regional, national or international level  
|         | Chair of search committee  
|         | Chair of national committee, advisory board or study section  
| Other | Serving as examiner for recognized specialty board or the equivalent  
|         | Serving on civic organizations concerned with health care issues at local, state, national or international level  
|         | Provision of continuing and effective counseling and guidance services for students such as serving as a faculty advisor  
|         | Editor or editorial board member of scientific journal  
|         | Manuscript reviewer for scientific/specialty journal  
|         | Officer in national/international scientific society  
|         | Service on national research committees and task forces |