

**USF Morsani College of Medicine**  
**Appointment, Promotion and Tenure Committee**  
**Annual Report**  
**2014-2015**

The following individuals served as members of the Committee:

Committee Members	Rank	Department
Patricia Kruk, PhD, Chair	Professor	Pathology & Cell Biology
Burt Anderson, PhD	Professor	Molecular Medicine
Jay Dean, PhD	Professor	Molecular Physiology & Pharmacology
Eduardo Gonzalez, MD	Professor	Family Medicine
*M. Jason Highsmith, PhD, DPT	Associate Professor	School of Physical Therapy & Rehabilitation Sciences
Mitchel Hoffman, MD	Professor	Obstetrics & Gynecology
Karl Illig, MD	Professor	Surgery
*John Mayer, DC, PhD	Associate Professor	School of Physical Therapy & Rehabilitation Sciences
*Charurut Somboonwit, MD	Associate Professor	Internal Medicine
John Smulian, MD, MPH	Professor	Lehigh Valley Health Network USF Department of Obstetrics & Gynecology
Alison Willing, PhD	Professor	Neurosurgery and Bran Repair
Todd Wills, MD	Associate Professor	Internal Medicine
Theresa Zesiewicz	Professor	Neurology
* Partial year service		

In addition, John S. Curran, MD, Senior Executive Associate Dean for Faculty and Academic Affairs, served as the administrative liaison. The administrative assistance of Ms. Eileen Dinerstein and Ms. Patricia Barrett is gratefully acknowledged.

The Committee conducted regular monthly meetings on the third Wednesday of each month at 7:30 a.m. At these regular monthly meetings throughout the year, the Committee considered the requests for 17 faculty appointments at advanced rank (4 Tenure Earning, 6 Clinical Educator, 1 Clinical Scientist, 6 Courtesy Clinical Educator) and 1 request for joint appointment. There were 7 requests for mid-tenure review.

In addition, the Committee held an extended meeting in December 2014 to review applications received during the 2014-2015 promotion and tenure cycle. The Committee reviewed a total 54 applications. The following list describes the categories of applications and the committee's recommendations.

**Promotion and Tenure Applications:**

Total Applications Reviewed: 54 – all from MCOM

Tenure only: 1

- 1 granted

Tenure with promotion to Associate Professor: 4

- 4 granted promotion and tenure

Tenure with Promotion to Professor: 2

- 1 granted promotion and tenure
- 1 granted promotion, tenure denied (no chair appeal)

Promotion to Professor, already tenured: 3

- 2 granted promotion
- 1 denied promotion (chair appealed)

Promotion to Associate Professor (non-tenure accruing pathways): 30

- 29 granted, 1 denied (no chair appeal)

Promotion to Professor (non-tenure accruing pathways): 14

- All granted

Chair Appeals: 1

- The denial was overturned at the committee level

Other business discussed by the Committee included a review of the current criteria for promotion and tenure at the MCOM. The Committee developed revisions to the promotion and tenure guidelines along the Tenure Earning pathway. These revisions were submitted to the MCOM Faculty Council for consideration and approval. The Committee developed revisions to the make-up of the MCOM APT committee to more accurately reflect our faculty body. These revisions were approved by the MCOM Faculty Council and will be implemented with the 2015-2016 MCOM APT Committee. Lastly, the Committee began to review guidelines for faculty promotion for site-specific "pre-fixed" academic titles.

The Committee was represented by Dr. Kruk at the annual Appointment and Promotion Workshop (June 2014) and by Dr. Kruk at the annual reviews for promotion by the Voluntary Faculty Committee (November 3, 2014 and May 19, 2015).

Sincerely,

A handwritten signature in black ink, appearing to read "Patricia Kruk". The signature is written in a cursive, flowing style with a large initial "P".

Patricia Kruk, PhD

Professor