

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
 - Visiting, Adjunct, Emeritus, Joint
 - Appt < 0.5 FTE with affiliate or
 - VA, Moffitt and other major affiliate employees
- Voluntary
- Collaborative
 - Academic relationships with private practice community who support GME, UME or research

- **Promotion Pathways**

- Tenure line
- Non-tenure line
 - Clinical Educator
 - Research Scientist
 - Scientific Educator
 - 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

Faculty Type	Path	Research	Clinical	Teaching	Service/Admin/Leadership
Core	Tenured	Required	Must choose 2		
Core	Non-Tenured	Choose area of Excellence and second area of focus			
Non-Core	Voluntary	Choose area of Excellence and second area of focus			

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.
 - Didactics teaching of students, residents, clinical fellows, research fellows and peers
 - 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)

Research (Required)	Clinical	Teaching	Service
Peer-Reviewed Publications 1. 10 or more publications since appointment to assistant professor 2. 5 as first or senior author since appointment as assistant professor	Reputation of clinical excellence and quality	Positive teaching evaluations; or strong peer-reviewed teaching evaluations; or program or course development	University/collegiate committees plus membership in professional societies
Grants 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	Evidence of a regional clinical reputation	Successful mentorship of graduate students and/or postdoctoral fellows	Peer-reviewed study section member; or service as reviewer or on editorial boards

Metrics: Promotion to Professor (Tenure)

Research (Required)	Clinical	Teaching	Service and National Role
Peer-reviewed publications 1. 15 or more peer reviewed publications since promotion to associate professor 2. 5 as first or senior author since promotion	Reputation of clinical excellence and quality	Positive lecture evaluations or multiple strong peer-reviewed teaching evaluations or program/course development	Continued service on university/collegiate committees plus membership in professional societies
Grants PI, multi-PI/co-PI with sustained federally or industry funding with full indirects	Evidence of National clinical reputation	Sustained mentorship of graduate students and or postdoctoral fellows or T32 or K-award mentorship	Ad hoc or regular peer-review study section membership; and or service as a regular ad hoc reviewer and journal editorial board member

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

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