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Academic Tracks

Tenure Track

Clinical Educator Track

Research Track

Tenure Track

- Academic tenure at HU refers to the U's commitment to continue any person appointed as Professor or AsP in that office , unless otherwise specified at the time of appointment, until retired, or dismissed for cause, incapacity or medical reasons, financial exigency, or because of program changes. Thus, to be appointed on the tenure track a prior written commitment has to be sought by the chairperson from the dean

- The Clinical Educator Track

  This is intended for individuals whose primary interests are teaching and patient care and will be evaluated accordingly. The individual are NOT eligible for tenure but instead are given contracts of 2-5 years depending upon promotions to the rank of Clinical Associate Professor.

- The Research Track

  This is intended for individuals whose principal career interest is research. These faculty will enhance the College of Medicine's productivity in research and as a consequence would increase our external resources of funding.

INSTRUCTOR

- The instructor rank is the lowest academic rank. An instructor holds appropriate academic and /or professional qualifications and gives promise of excellent teaching and research. Instructors may receive probationary tenure track appointments, therefore time spent in this rank may be counted as a part of the probationary period for tenure.

Initial appointment one year

Reappointment two years

Seven years limit plus pro rata part time service

TENURE IS NOT AWARDED IN THIS RANK

Assistant Professor

- This is an intermediate academic rank. An assistant professor hold a terminal degree in the field, except as provided by the individual school/ college by laws, gives promise of excellent teaching and scholarship.
- Assistant professors may receive temporary appointments or probationary tenure track appointments.

Assistant Prof. contd

The initial appointment-two years

Renewal - up to 3 years exceptions to these terms will be permitted in those cases where the appointment is based on a grant.

In no case untenured faculty in tenure track appointments exceed seven years.

Tenure is NOT awarded in AP rank except in unusual, extraordinary situations.

Associate Professor

- A high academic rank of one who has demonstrated a sustained record of effectiveness in teaching, research including scholarly publications, professional development, and service appropriate to the discipline.

- AsP may receive temp., probationary tenure track or tenured appointment or Clinical Educator Track(M.D.'s)(contractual, untenured appointment)

Associate Prof. contd.

- An initial appointment at the rank of As.P shall be w/ tenure except that As. P without previous appointment at HU shall be appointed for a period of 3 yrs. If reappointed shall be w/ TENURE.
- In exceptional cases, an award of tenure may be made during the initial term of 3 yrs.,or tenure may offered as a condition of initial appointment

Professor

- This is the highest academic rank, holder of which is a recognized leader who has a cumulative record of teaching effectiveness, of peer reviewed research (PR) publications or PR creative activities appropriate to the discipline, of professional development and of substantial service appropriate to the discipline.

Prof. contd.

- Profs. May receive temp., probationary tenure tract or tenured appointments or Clinical Educator Track(contractual , untenured)

- Initial appointments 3yrs. w/ or w/out tenure except that w/out previous appointment at HU , appointment for 3 yrs. If reappointed shall be w/ tenure. In exceptional case, an award of tenure may be made during the initial appointment, or tenure may be offered as a condition of initial appointment.

Distinguished Prof.

- Individual who holding the title of Prof or meet the criteria of Prof and who, in addition, have extraordinary distinction in scholarship, research, or professional performance.
- The candidate shall have achieved distinction in scholarship, research, or professional performance attested by evidence as:

Distinguish Prof contd.

- (1) Outstanding publications or other public demonstrations of professional or academic excellence e.g. developing a new technique or reinterpretation of data to provide new perspective.
- (2) Recognition by professional societies or established critics in the candidate's field e.g. invitation to serve as advisor, consultant or organizer for programs related to the field. Invitation to serve highly selective academies.

Distinguished Prof contd

- (3) Recognition based on professional societies, such as Fdns, Govt bodies & community groups;
- (4) Record of significant research funded by outside agencies as a result of recognition in the field of specialization.

Appointment Procedure.

Recommendation by HU Senate APT committee which can receive nomination from any source within or without HU.

Application file, together w/ nomination and departmental reviews most closely related to candidate's field of specialization to HUAPT which will forward its recommendation to Senate Council. Upon approval by the Council forward to the President & BOT for final action.

University Professor

- Individual of unusual academic, scholarly, or professional distinction who have the competence to teach or perform other academic services in more than one school or college in the U. It is a tenured appointment.

Procedure: Same as Distinguished Prof except evaluations from >2 departments and schools/colleges in which the nominee will serve or has the qualification for service.

Other Academic Positions

- Lecturer
- Visiting Professor
- Adjunct Professor
- Clinical Professor

Promotion (2.7.4)

- Policy (2.7.4.1)

  A promotion in rank is dependent upon growth in professional competence during the time spent in the previous rank and is based upon such criteria as further education, teaching effectiveness, research & publications, professional development, & service

Procedure

- The faculty member initiates the promotion procedure by requesting the Dpt Chair who informs the faculty all the materials required. Once the file is complete, the chair initiates the process described.
- Dept Chair & Deptal APT-Committee forward their independent reviews to the Dean for CW-APT committee's review
- CW-APT Committee forwards its review to the Dean who forwards his/her recommendation to Sr. VP Health Affairs for the final action.

Tenure

- Definition

  Academic tenure at HU refers to the U's commitment to continue any person appointed as Professor or AsP in that office , unless otherwise specified at the time of appointment, until retired, or dismissed for cause, incapacity or medical reasons, financial exigency, or because of program changes. A decision to grant tenure must reflect an assessment of high professional competence & performance measured against U stds.

Tenure contd.

- An award of tenure is based on a thorough evaluation of the candidate's total contribution to the U.
- Thorough evaluations refers to candidate's

  Teaching proficiency

  Research, research grants &

  scholarly creativity

  Professional development

  Service (includes community service)

Tenure contd

- The decision to grant tenure is inherently & inescapably judgmental & is a deliberate action indicating the person has been selected as a member of the permanent faculty because of demonstrated high quality performance & relative merit.

Various academic disciplines may develop deptal requirements for tenure change & needs within a dept.

Tenure contd

- Tenure is awarded only by the BOT of the U upon the recommendation of Sr. VP for Health Affairs (used to be President of the U)
- Because the U must limit the number of tenured positions, a recommendation for a tenured appointment may be made only when a tenured position has been authorized in writing by VP HA.

Submissions

- Applicant letter to Department Chair, Departmental APT chair's letter and Department Chair
- Curriculum vitae
- External recommendation letters
- Research grants
- Publications: Paper and Abstracts

Submissions contd

- Board certificaions and licences (Clinical applicants)
- Teaching Activities(Evaluations by students and residents (clinical applicants)
- Presentations and invited talks
- Service: Departmental, College, University Committees and community
- Professional Development: Conferences, workshops Symposia etc

Submissions contd

Mentoring: Students, residents and junior faculty if applicable

Tenure contd

- General Criteria

  Based on the judgment of academic & professional qualifications resulting from careful & continued evaluation of the faculty member during the period of probation (or a prior to service in another inst. If tenure is awarded upon initial appointment)

Tenure contd

- Positive evidence

  Academic training, experience, teaching, research & publication/ creative activity & service

Promotion to Associate professor (Basic Sciences)

- Research Grants: Specify dollar amount for each grant, whether extramural or intramural whether PI, Co-PI or participant: Suggest at least one significant involvement alone or w/ other faculty (AP, AsP or P).
- Publications (peered reviewed journals or edited volume contributions): 5 papers overall,3 as 1st or principal author, Scholarship(invited book chapters, published abstracts, posters): Comparable record for associate professor, but in addition, recognition at the national/international level as having achieved the status of being a prominent scholar
- Creative Activities (invited talks, seminars, invitations, etc): Should be involved (12 combinations)
- Teaching : courses taught, course coordinator ships, peer and student evaluations.
- Professional development:
- Service: The faculty member should have both college and university committees and national/international to individual's discipline. Grant review committee. Community Service is also part of this category.

Promotion Criteria- Associate Professor (Clinical)

- Research Grants: Specify dollar amount for each grant, whether extramural or intramural whether PI, Co-PI or participant: Suggest at least one significant involvement alone or w/ other faculty (AP, AsP or P).
- Publications (peered reviewed journals or edited volume contributions): 4 papers overall,1 as 1st author, 3 as joint author, Scholarship(invited book chapters, published abstracts, posters): Comparable record for an assoc. professor, but in addition, recognition at the national/international level as having achieved the status of being a prominent scholar
- Creative Activities (invited talks, seminars, invitations, etc)
- Teaching : courses taught, course coordinator ships, peer and student evaluations.
- Professional development: must be Board certified or Ph.D. 50 CME's per year
- Service: Faculty member should have both college and university committees and national/international to individual's discipline. Grant review committee. Community Service is also part of this category.

Promotion criteria –Professor (Basic Sciences)

- Research Grants: A clear track record as a PI w/ sufficient funding to sustain a research program. Must be **documented w/ xerox copy of grant award letter**
- Publications (peered reviewed journals or edited volume contributions): Additional 8(since last promotion), 5 as 1st or principal auth , 3 as joint author, with a minimum 1 peer-reviewed research article per year (on average preferred). Scholarship(invited book chapters, published abstracts, posters): Comparable record for professor, but in addition, recognition at the national/international level as having achieved the status of being a prominent scholar
- Creative Activities (invited talks, seminars, invitations, etc): Should be involved (12 combinations)
- Teaching : courses taught, course coordinator ships, peer and student evaluations.
- Professional development as deemed suitable
- Service: Professor should have both college and university committees and national/international to individual's discipline. Grant review committee. Community Service is also part of this category.
- **It is important to note that there should not be any deficiency in any of the category listed above for promotion to full professor**

Promotion Criteria-Professor (Clinical)

- Research Grants: A clear track record as a PI w/ sufficient funding to sustain a research program. Must be **documented w/ xerox copy of grant award letter**

- Publications (peered reviewed journals or edited volume contributions): Additional 5(since last promotion), 2 as 1st author, 3 as joint author, Scholarship(invited book chapters, published abstracts, posters): Comparable record for professor, but in addition, recognition at the national/international level as having achieved the status of being a prominent scholar
- Creative Activities (invited talks, seminars, invitations, etc): Should be involved (12 combinations)
- Teaching : courses taught, course coordinator ships, peer and student evaluations.
- Professional development: must be Board certified or Ph.D., 50 CME's per year
- Service: Professor should have both college and university committees and national/international to individual's discipline. Grant review committee. Community Service is also part of this category.
- **It is important to note that there should not be any deficiency among the categories listed above for the promotion to full professor**