REVIEW COMMITTEE

Faculty Promotion, Tenure, and Appointment Policies & Procedures
A short faculty survey was developed to:

- Obtain feedback and suggestions from the Health Science Center faculty regarding the current process of promotions, tenure, and appointments at the Health Science Center
- Determine if changes are needed to ensure an equitable process for all faculty

This survey was sent to all faculty on October 7th and was available through October 30th
QUESTION #1

- Should membership on the PTAC be expanded to include senior-ranked (associate professor or professor) non-tenure track faculty?
  - Yes = 73%
  - No = 26%

QUESTION #2

- Should there be a separate committee and process for the initial appointments and promotion of non-tenure track faculty?
  - Yes = 55%
  - No = 45%
QUESTION #3

- Should the University PTAC committee’s role remain as it is (i.e., no change)?
  - Yes = 47%
  - No = 53%

QUESTION #4

- At present, the School of Nursing and School of Health Professions have school-wide promotion and tenure committees. Should other schools be required to have this tier level of review and recommendation between department level committees and the Dean’s office?
  - Yes = 50%
  - No = 50%
QUESTION #5

- Should selection of faculty members to serve on the University PTAC committee remain a role of the Committee on Committees?
  - Yes = 71%
  - No = 29%

QUESTION #6

- Do you think the current promotion and tenure process is fair and equitable? If not, what improvements could be made to the process?
Establish standard guidelines across missions – right now the process is not transparent and no quantifiable measures are used for granting promotion or tenure. Make policies clear and simple.

I think having a HSC PTAC is very equitable. It has worked well for all the years I’ve been here. It’s often the Chairs who don’t know the process and don’t write the correct letters. They, more than faculty need the training.
I think there should be distinct criteria for faculty who are primarily clinical to be promoted. There are things they can do in their arena of clinical care that should count for promotion, but may not currently.

The process is fair. The problems lie in the mentoring/advice given or not given to junior faculty or non-tenure faculty as they progress through the ranks. Mentor faculty & educate academic leaders as to how to help faculty meet requirements regardless of track.
Currently there is no promotion or tenure process for nurse practitioners or physician assistants in the SOM. This is unacceptable and needs to be addressed.
Committee Recommendations

- Addition of non-tenure track senior (associate professor/professor) faculty to the University PTAC committee. Tenure decisions should be made by tenured committee members only.
- Development of promotion criteria/guidelines for a clinical track.
- Revision of current promotion criteria/guidelines for tenure track and non-tenure track to reflect changing environment (academics, research, service, and clinical)
Committee Recommendations

- Examination of other faculty titles or categories to determine if they should be added to promotion process like the specialist and nurse practitioners/physician assistants in SOM.
- Creation of a discussion board for questions about the promotion and tenure process and continuation of annual workshops for faculty and chairs or division chiefs on the University’s promotion, tenure and appointment policies and process.
THANK YOU!!!

- Review Committee Members:
  - Cheryl Burns, MS, MLS(ASCP), chair
  - Lori Pounds, MD, RVT, FACS
  - Carlayne E. Jackson, MD, FAAN
  - Jane O’ Rorke, MD, FACP
  - Archie Jones, DDS, MBA
  - Norma Martinez Rogers, PhD, RN, FAAN
  - Hong Zan, PhD
- Dr. Jacqueline Mok & her staff
- Dr. Robin Zuniga