

Promotions and Tenure

UAB School of Medicine

What you need to know

Lori L. McMahon, PhD

Professor, Dept of Physiology and Biophysics
Co-Chair, UAB SOM Faculty Council

Key Concepts I

- *Promotion – Advancement to higher academic rank*
- *Tenure – “An affirmative commitment by the Board of Trustees ... generally offered after a probationary period of employment of a right to continuing employment except upon dismissal for cause, retirement, bona fide financial exigency of the institution or division” (Faculty Handbook 2.6.6.1)*
- *Current “probationary” period at UABSOM is 10 years*

Key Concepts II

Ranks – *Instructor*
 Assistant Professor
 Associate Professor
 Professor

Tracks – *Tenure earning track (TE)*
 Non-tenure earning track (NTE)

- *Note* – *Tenure decisions are made separately from appointment or promotion decisions. These decisions may be made at the same time or at separate points in time. Tenure cannot be awarded at the rank of Assistant Professor or below.*

Criteria for Promotion & Tenure

- *In general, the criteria are built around the three traditional academic activities: Research, Teaching, Service*
- *In addition, there is the expectation that faculty members engage productively in scholarship (June, 2006 inforMED)*
 - *For specifics and for recent interpretations, refer to:
UABSOM Faculty Handbook
(<http://www.uab.edu/images/provost/APUP/Handbook.pdf>) and June, 2006 inforMED newsletter
(<http://www.uab.edu/uasom/informed/061506.pdf>)*

What is 'Scholarship'?

Ernest Boyer's expanded view of scholarship

- *Scholarship of Discovery*

'...comes closest to what is meant when academics speak of 'research'.

- *Scholarship of Teaching*

'...in the end, inspired teaching keeps the flame of scholarship alive...'

<https://depts.washington.edu/gs630/Spring/Boyer.pdf>

‘Scholarship’, cont.

- *Scholarship of Application*

How can knowledge be responsibly applied to consequential problems?’ (service)

- *Scholarship of Integration*

‘...making connections across the disciplines, placing specialties in larger context, illuminating data in a revealing way...’

Criteria for Promotion & Tenure

- *Promotion on the Tenure-Earning (TE) track requires demonstration of excellence in at least **2 of 3** areas of academic activity.*
- *Promotion on the Non-Tenure-Earning (NTE) track requires demonstration of excellence in only **1 of 3** areas of academic activity.*
- *Increasingly commonly, proposal for promotion on the tenure-earning track from Assistant Professor to Associate Professor has been uncoupled from request for granting of tenure.*

Overview of P&T Timeline

- 1. Proposal to Departmental APT Committee by applicant/ Division Director (**Fall**)*
- 2. Departmental APT Committee vote and recommendation to Department Chair (**Winter**)*
- 3. Proposal to Faculty Council by Department Chair (**Winter**)*
- 4. Faculty Council vote and recommendation to the SOM Dean (**Spring**)*
- 5. Proposal to the Provost by the SOM Dean and from Provost to the UAB President (**Spring/Summer**)*
- 6. Decision by the UAB President and award (**early Fall**)*

Promotion Package: Assistant to Associate Professor

- Typically no earlier than 5th year of appointment*
- Regional/national recognition*
- Define your area(s) of excellence, and be ‘very good’
in the other(s)*
- *What all packages need:*
 - *Complete and vetted CV in UAB format*
 - *Letters (4-5 external, at least 3 internal)*
 - *Strong Dept Chair letter (or division chief)*
 - *Introductory page for each section*
 - *Limit the fluff*

Promotion package: Associate to Full Professor

- *Usually 3-5 years after promotion to Associate Professor*
- *national/international recognition*
- *Continued success in your area(s) of excellence, and very 'good' in the other(s)*
- *What all packages need:*
 - *Complete and vetted CV in UAB format*
 - *Letters (*4-5 external, at least 3 internal)*
 - *Strong Dept Chair letter (or division chief)*
 - *Introductory page for each section*
 - *Limit the fluff*

Tenure

- *TE faculty must be considered for tenure by the 9th year of appointment to the tenure tract (to be reviewed in 10th).*
- *Faculty can be appointed to or removed from tenure tract (but not back & forth)*
- *Excellence must be achieved in 2 of 3 academic missions: research, teaching, service*
- *Implies that you will continued commitment for employment by UAB*

Excellence - Research

- *Grants*
 - *Success over time*
 - *NIH, NSF, DOD, private foundations*
- *Published manuscripts as first or last author*
- *Book chapters and review articles*
- *Abstracts*
- *Invited oral presentations*
- *national and international meetings and universities*
- *Editorial boards, ad hoc manuscript reviews*
- *Ad hoc or permanent reviewer for funding agencies, e.g. NIH, NSF, DOD, AHA, etc*

Excellence - Teaching

- *Leadership/ coursemaster in divisional, departmental, graduate or SOM teaching programs*
- *Participation in above, including lectures, rounds, seminars, preceptor, etc*
- *Curriculum development*
- *Mentoring*
 - *Tangible/measurable (ie:, MSTP/PhD students, residents, fellows, etc.)*
- *Documentation of teaching effectiveness*
 - *Testimonial letters from trainees*
 - *Teaching evaluations*

Excellence - Service

- *Development, leadership, or provision of unique clinical care or service*
- *High volume of patients*
- *Leadership in new academic or clinical programs*
- *Graduate Program/Residency Program Director/Co-Director*
- *Core Facility Director/Co-Director*
- *Committee membership (UAB, regional, national, etc).*
- *'Citizenship'*
- *Community outreach activities*
 - *Can be considered as service or education as appropriate*

What you can do now

- *Find your niche early*
- *Document your activities on your CV regularly*
- *Watch ,listen, and seek advice from senior faculty in your department*
- *Listen to feedback from Chair & Department APT Committee*
- *Discuss career goals with Chair and your areas of academic excellence*
- *Make connections and network when possible outside (and across) your institution*