



DOM Promotions Workshop

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BDB 334



APTC

- n Appointment, Promotions, Tenure Committee in the Department of Medicine
- n Governing body of the DOM that makes recommendations to the Department Chair regarding promotion and/or tenure for the DOM faculty



APTC members

n **Stuart Frank, MD, Chair**

n Bruce Julian, MD

n Harry Schroeder, Jr., MD, PhD

n Patty Goode, MD

n Paul Goepfert, MD

n C. Roger White, PhD

n Susan Harding Hawkins, MD

n Lisle Nabell, MD

n Isabel Scarinci, PhD

Endocrinology

Nephrology

Clinical Immunology &
Rheumatology

Gerontology, Geriatrics, &
Palliative Care

Infectious Diseases

Cardiovascular Disease

Pulmonary, Allergy &

Critical Care Medicine

Hematology/Oncology

Preventive Medicine



Key Concepts

- n Promotion – Advancement to a higher academic rank

- n 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)
 - n Current “probationary” period at UABSOM is 10 years. Tenure must be awarded by the end of the 9th year or the 10th year shall be a terminal appointment or must switch to non-tenure earning track



Key Concepts

n Ranks

- n Instructor
- n Assistant Professor
- n Associate Professor
- n Professor

n Tracks

- n Tenure earning track
- n Non-tenure earning track



Key Concepts

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



Criteria for Promotion

- n Criteria for promotion are built around the three traditional academic activities:
 - n Research
 - n Teaching
 - n Service



Criteria for Promotion

- n Promotion on the tenure earning track
 - n Requires excellence in two of the three areas of academic activity
- n Promotion on non-tenure earning track
 - n Requires excellence in one of the three areas of academic activity



Criteria for Promotion

- n Promotion to Associate Professor
 - n Requires evidence of scholarly achievement documented by peer recognition at a national level
- n Promotion to Professor
 - n Requires demonstration of nationally recognized excellence in the conduct of academic duties



Criteria for Promotion to Associate Professor

- n At least three years in the rank of Assistant Professor
- n Academic credentials and demonstration of level of specialized accomplishment appropriate to the mission of the Department and the UABSOM



Criteria for Promotion to Associate Professor (continued)

- n Demonstration of collegiality and involvement in the Department and/or UABSOM
- n Evidence of scholarly achievement in areas of research, teaching, and/or service, as appropriate, documented by peer recognition at a national level

Criteria for Promotion to Professor



- n Distinguished performance as an associate professor, at least three years in rank
- n Academic credentials and demonstration of level of specialized accomplishment appropriate to the mission of the Department and the UABSOM
- n Demonstration of collegiality, involvement, and leadership as a citizen of the Department and/or UABSOM



Criteria for Promotion to Professor (continued)

- n Evidence of sustained scholarly achievement and productivity in the areas of research, teaching, and/or service, as appropriate
- n Demonstration of nationally recognized excellence in the conduct of academic duties



Criteria for Granting Tenure

- n Rank of at least Associate Professor
- n Academic credentials consistent with the missions of the department and the UABSOM
- n National reputation reflected by peer recognition, presentations at national professional meetings, and productivity in published works



Criteria for Granting Tenure (continued)

- n Evidence of positive institutional citizenship, manifest as effective participation in service activities, mentoring of more junior colleagues, support of university missions and values, collegiality and leadership initiative
- n Evidence of sustained, significant scholarly achievement in at least two of three areas, including research, teaching, and service



Your “Packet”

- n Volume does not substitute for substance
- n Keep focused
- n This is your opportunity to show who you are, what you’ve done, and where you want to go
- n Balance modesty with showcasing your achievements
- n Ensure packet complies with instructions, e.g. SOM format for CV
- n Use Research, Teaching, Service sections to highlight and expand on information in CV



Resources

- n UABSOM Faculty Handbook:
<http://www.uab.edu/images/provost/APUP/Handbook.pdf>
- n DOM website:
<http://www.uab.edu/medicine/dom/faculty-resources/faculty-promotion-tenure-tips>
 - n “Faculty Promotion/Tenure” section contains the SOM Guidelines, Instructions, Forms, SOM CV Format, 2013 DOM APTC Calendar



Timeline of Promotions Process

Event	Deadlines
Division Director sends names of candidates to Drs. Landefeld and Frank with CV for initial review.	11/1/2012
DOM Promotion/Tenure Workshop	11/28/2012
<u>1 original packet to DOM for administrative review</u>	<u>1/21/2013</u>



Timeline (continued)

Event	Deadlines
<u>1 Original and 1 copy to DOM (with revisions) & Divisions upload PDF file of promotion packet (with revisions) to DOM SharePoint site.</u>	<u>1/28/2013</u>
DOM review of uploaded packets	1/29/2013
DOM APTC Review Begins	2/1/2013
DOM APTC Meeting	2/20/2013
<u>Final Copies to DOM following APTC meeting; DOM uploads scanned packet to SOM SharePoint site (after SOM administrative review of original packet)</u>	<u>3/5/2013</u>



Flow of Packets

1. Proposal to Departmental APT Committee by applicant/Division Director **(Fall)**
2. Dept APTC vote and make recommendation to Dept Chair **(Winter)**
3. Proposal to Faculty Council by Dept Chair **(Winter)**
4. Faculty Council vote and make recommendation to SOM Dean **(early 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 **(September)**



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Questions?