

August 31, 2013 Preamble and APT criteria document changes

Preamble for posting with the revised document (when approved):

The Appointment, Promotion and Tenure (APT) document “Faculty Tracks and Promotion Criteria” will be effective on the date of signature except for the requirements for the clinical and basic science educator tracks, which will be **effective no earlier than July 1, 2016**. This provides a three-year window to faculty in the educator tracks to meet the enhanced education excellence criteria for promotion. Faculty seeking promotion in the educator tracks before July 1, 2016 are expected to meet at least the criteria outlined in the January 1, 2009 document. Both documents are available on the Office of Faculty Affairs website.

Outline of process for APT document revision:

Fall 2011: Dr. Shriner presented the five AAMC criteria for teaching excellence to the APT Committee. Committee discussed how to enhance details and standards we currently have to meet the 5 AAMC criteria. The AAMC standards are for all medical school faculty members to emulate, and these are upheld by the LCME accreditation requirements.

Spring to summer 2012: Subcommittee of APT members worked to develop an initial draft of revisions for the clinical educator track.

November 14, 2012: presentation of revised clinical educator track draft to Executive Committee of Chairs, COMLS

Jan 8, 2013: presentation of revised draft of clinical educator track to COMLS Council. Council secretary sent out the revisions to all COMLS faculty members for a 30-day comment period.

Feb-March 2013: additional revisions were made to the basic science educator track from faculty feedback

2/28/13: meeting with Drs. Sirio, Ali and Sawicki, Ms. Hanna to discuss adding professionalism in criteria/promotion document and review by APT Committee.

3/7/13: Subsequent meeting with Lauri Cooper, who revised and approved wording to be used for professionalism.

3/19/13: COMLS Council discussed the changes to the educator tracks again; chair of APT was present.

3/26/13: Special meeting of APT Committee members with COMLS faculty/Council members (noon-1 pm) in response to council/faculty comments at Council meeting. Emailed further revised document for a second (now 15-day) comment period.

April 2013: In response to a request from COMLS Council, additional wording was inserted to encourage teaching by clinical faculty:

“Categories:

a. Teaching:

(1) For faculty in this track, active and sustained participation in teaching graduate and/or preclinical medical students is encouraged. For clinical faculty holding a MD or DO degree, participation in preclinical (1st and 2nd year medical students) teaching is a significant factor for promotion. “

May-July 2013: final revisions made to the APT document, which was taken to the APT meeting on July 1 and approved for sending to the Dean for his official approval.

July 15, 2013: Met with the Dean and Ms Lauri Cooper, who both requested the revised document be taken to the Faculty Committee on Rules and Regulations for their review. Committee found the document met their requirements as APT details are to be defined by each college.