2017 Revised Appointments, Promotions and Tenure Policy

WFU Faculty Senate
February 15, 2017

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APT Policy Task Group
Wake Forest School of Medicine
Appointments, Promotion & Tenure (APT) Policy 2016-2017 P&T Task Force

Process
• Current Policy - 2014; Review/Revision - Mar 2017
• Revisions → Stakeholders → Dean → BOT
• Presentation & Vote: FEC 2/8/17; FRC 2/16/17

Findings
• Too many academic tracks (7)
• Clinician Track used greatly, range of scholarship
• Clinical service to be recognized
• Scholarship to be recognized
Summary: Revised APT Policy

- **Five** academic tracks: *Tenure, Research Scholar, Educator Scholar, Clinician Scholar, Clinician Expert*

- Table of Academic Tracks and description of each track and scholarship

- **Nomenclature:** Joint, Adjunct, Visiting Faculty

- **Track Changes:** 1 change + schedule

- **Promotion:** + Boyer, Jr/Sr ranks & promotion
<table>
<thead>
<tr>
<th>Tracks (5)</th>
<th>Tenure</th>
<th>Research Scholar</th>
<th>Educator Scholar</th>
<th>Clinician Scholar</th>
<th>Clinician Expert</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenure Eligible</td>
<td>Non-Tenure</td>
<td>Non-Tenure</td>
<td>Non-Tenure</td>
<td>Non-Tenure</td>
<td>Non-Tenure</td>
</tr>
<tr>
<td>Career Focus</td>
<td>Scientific Discovery and Innovation</td>
<td>Research Implementation and Innovation</td>
<td>Clinical Education and/or Basic Science Education</td>
<td>Clinical Practice Innovation Education and/or Research</td>
<td>Clinical Practice</td>
</tr>
<tr>
<td>Key Elements of Scholarship</td>
<td>Research Education + Clinical Practice Service (Int/Ext)</td>
<td>Research Innovation + Education Service (Int/Ext)</td>
<td>Pedagogy Education Practice / Education Research + Service (Int/Ext)</td>
<td>Clinical Practice / Innovation Research / Education + Leadership Service (Int/Ext)</td>
<td>Clinical Practice + Education Leadership Advocacy Service (Int/Ext)</td>
</tr>
</tbody>
</table>
Academic Tracks

- Tenure
- Research Scholar
- Educator Scholar
- Clinician Scholar
- Clinician Expert

1. Standard academic titles without modifiers
2. Team science, non-traditional scholarship
3. CV revisions to enable appropriate record
4. Guidance document in parallel, to include metrics and scholarship examples
Clinician Expert Track
Academic Track Emphasizing Clinical Service

• Perspective: New/Redefined Clinician track
• Track Name: Clinician Expert — several proposed
• Practice: Excellent/Outstanding clinical care
• Scholarship: Peer/Non-peer-reviewed counted
• Promotion: Longer time at rank, eg, 10 yrs
• Stature: Natl/Intl recognition for Professor
P&T Policy Revisions: Summary

• P&T Policy revised; 2014 policy as basis
• 5 academic tracks, 1 emphasizing clinical service
• Task Force, stakeholder, FEC, FRC, Dean contributions
• Guidance document in development
• Education of faculty, chairs, depts and candidates
• Framework for the future

Task Force
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Contributors
   – FEC, FRC, Faculty Town Hall, Department Chairs, Legal

Comments/questions?