

Introduction to Faculty Promotion and Tenure

Darshana Shah, PhD.

Professor of Pathology,

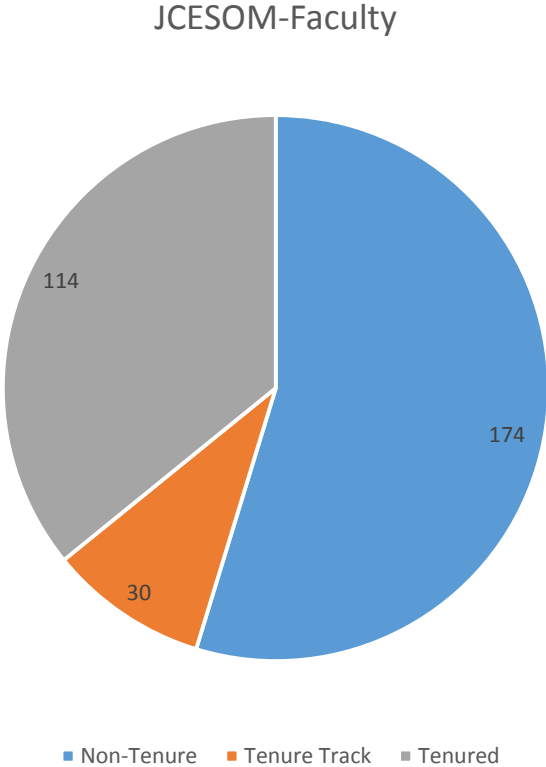
Founding, Editor-in-Chief

Associate Dean, Office of Faculty Advancement

3-8-2017

School of Medicine Faculty Academic Tracks at JCESOM

- Tenure Track
- Non-Tenure Track



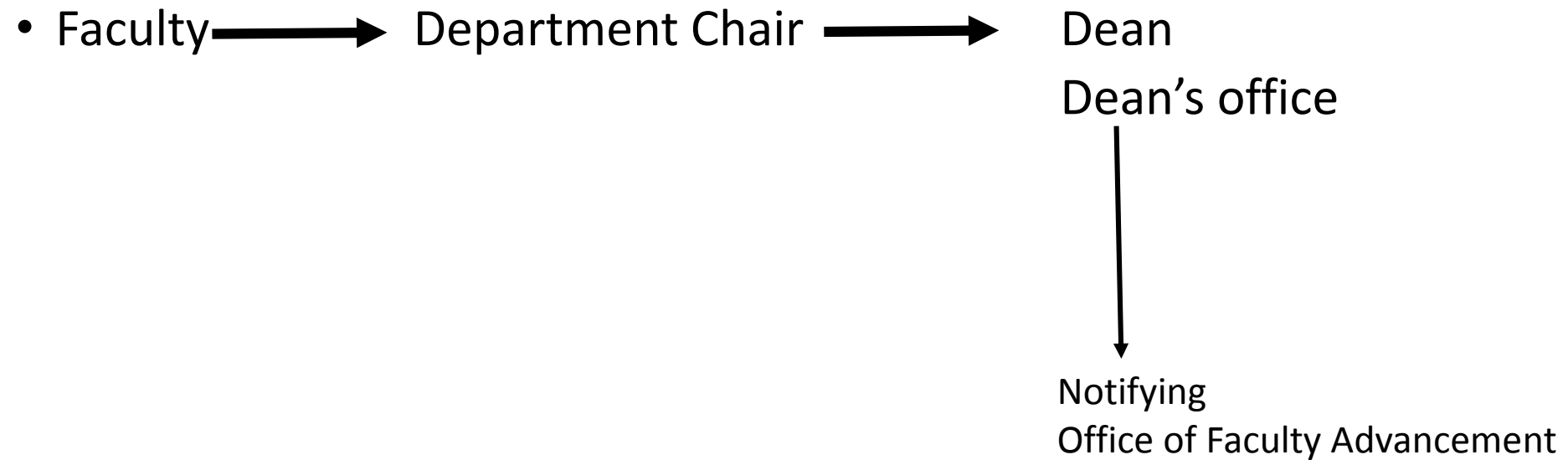
What is tenure?

- It is a mark of accomplishment
- Currency in the academic community
- Tenure is a promise of continued employment
- A specific salary is not promised

Initial Appointment

- What Tracks?

- Changing Tracks



Preparing yourself for promotion!

- Know about : policies, Criteria & timeline
- Understand the criteria
- Know about the available opportunities & resources

Annual Review: Great opportunity to give and receive feedback

(Department chair or division chief or section chief)



- See templates on OFA....website
- Prepare for the review by Writing down all activities
- Discuss how your work addresses promotion criteria

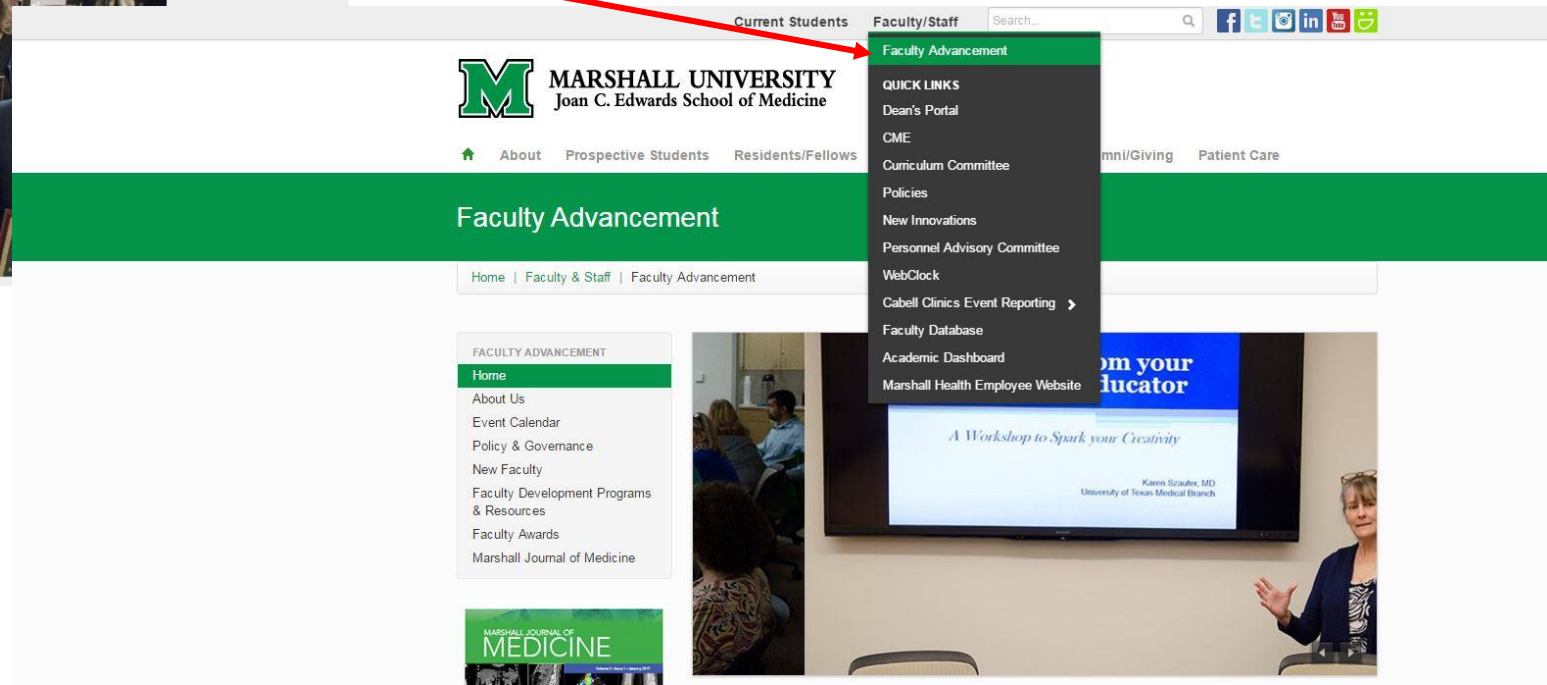
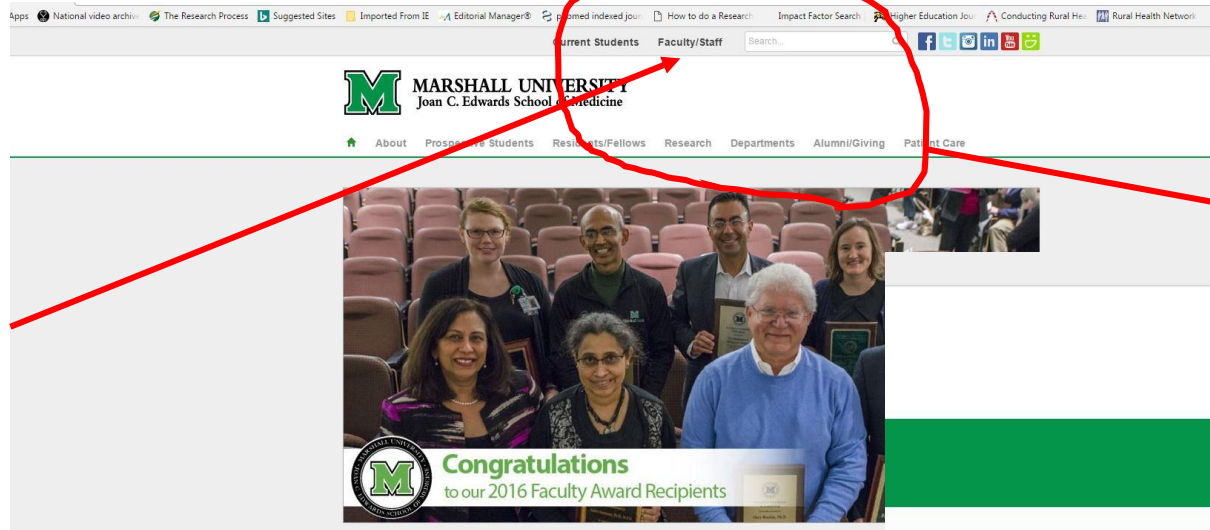
Ask questions

- “What areas do I need to develop further in the next year?”
- “Are there specific actions I can take to strengthen my portfolio?”
- “What accomplishment(s) would make it possible for you to fully support my promotion?”

Timing of Promotion & Tenure

- Formal review should be conducted every 3 years
- Must submit tenure materials by beginning of 7th year.
- Tenure decision must be made by end of 7th year.

P & T Information – JCESOM webpage



Faculty Advancement

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- About Us
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- Policy & Governance
- New Faculty
- Faculty Development Programs & Resources
- Faculty Awards
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Buildi

Faculty Spotlight

Richard D. Crespo, Ph.D., is a professor of community health at the Marshall University School of Medicine. He received a \$1.3 million federal grant to support research in underserved communities in West Virginia.

The Appalachian Regional Center for Health and Well-being (ARCC) is a partnership of health care providers and will fund establishing centers for Community Health Workers (CHWs) as part of the team.

The grant will support more research in underserved communities, equipping Community Health Workers (CHWs) as part of the team. Partners in this grant are helping to secure reimbursement that sustains

Faculty Policies

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Statement of Professionalism

JCESOM Faculty Bylaws

Annual Evaluation of Policy MUBOG AA-22:

Each year in January, faculty members must submit an annual report of scholarly, teaching, and service activities for the preceding calendar year. JCESOM Policy for Evaluation of Faculty Activity. You may use the template for annual evaluation posted here (<http://jcesom.marshall.edu/media/53465/faculty-annual-evaluation.pdf>) or use the form designed by your department. Annual evaluation helps you and your chair assess the progress.

Faculty Council

Personnel Advisory Committee

Promotion & Tenure Policies

- MU JCESOM Faculty Promotion & Tenure Regulations (for faculty hired AFTER 2/21/2013)
- MU JCESOM Faculty Promotion & Tenure Regulations (for faculty hired BEFORE 2/21/2013)

Other JCESOM Policies

- Institutional Standards of Behavior in a Learning Environment Policy
- JCESOM Conflict of Interest Policy
- Grievance Policies and Procedure

Marshall University Board of Governor's Policies ([Complete List Here](#))

- Academic Affairs Policies
 - Sabbatical Leave Policy No. AA-1
 - Faculty Development Policy No. AA-2
 - "Adjunct faculty" (or part-time faculty) Policy No. AA-5
 - Faculty and administrative productivity Policy No. AA-10

Criteria for Promotion: Four Categories : Levels: 1 to 3

Patient Care	Research	Education	Service
	<p>Associate Professor</p> <p><u>Non-tenure track</u> Patient care = 2 Research = 1 Education = 1 Service = 1</p> <p><u>Tenure Track-Educator</u> Patient care = 1 Research = 1 Education = 2 Service = 2</p> <p><u>Tenure Track – Research</u> Patient care = 1 Research = 2 Education = 1 Service = 2</p>	<p>Full Professor</p> <p><u>Non-tenure track</u> Patient care = 3 Research = 1 Education = 1 Service = 2</p> <p><u>Tenure Track - Educator</u> Patient care = 2 Research = 1 Education = 3 Service = 3</p> <p><u>Tenure Track – Research</u> Patient care = 2 Research = 3 Education = 1 Service = 3</p>	

***NOTE: Candidates for promotion to Associate Professor must obtain three letters of recommendation. For non-tenure track faculty, one of these letters must be from peers at medical schools or clinical institutions outside of Marshall University. For tenure track faculty two of these letters must be from peers at medical schools outside of Marshall University**

***NOTE: Candidates for promotion to Full Professor must obtain three letters of recommendation. For non-tenure track faculty two of these letters must be from peers at medical schools or clinical institutions outside of Marshall University. For tenure track faculty all three letters must be from peers at medical schools outside of Marshall University.**



Chair,
Promotion & Tenure
Lynne Goebel, MD. Professor, Internal Medicine

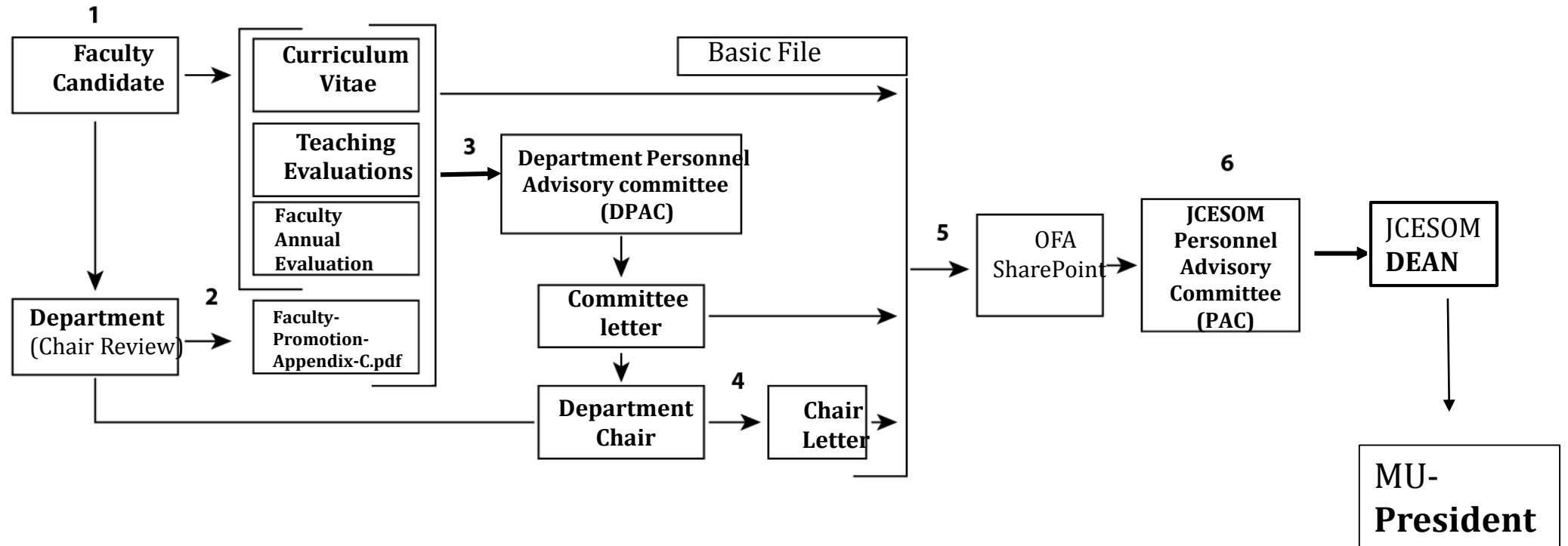
PERSONNEL ADVISORY COMMITTEE

2016-2017 MEMBERSHIP

DEPARTMENT	REPRESENTATIVE	CURRENT TERM #	LAST YEAR OF CURRENT TERM
Pathology Delores Faulkner (691-8860)	Saroj Sigdel, MD Associate Professor	1	2017-2018
Biomedical Sciences Jessica Rakus (696-1550)	Nalini Santanam, PhD Professor	1	2017-2018
	Richard Egleton, PhD Associate Professor	1	2016-2017
Cardiovascular Services Nancy Floyd (691-8534)	Ellen Thompson, MD Associate Professor	1	2017-2018
Family & Community Health Mary Rewalt (691-1199)	Richard Crespo, PhD Professor	2	2016-2017
Internal Medicine Sheila McCallister (691-1050)	**Lynne Goebel, MD Professor	2	2016-2017
Neurosurgery Debi Smith (691-1499) Talina Spurlock (691-1179)	Rida Mazagri, MD Professor	1	2017-2018
Neurology Debi Smith (691-1499)	Mitzi Payne, MD Associate Professor	1	2017-2018
Obstetrics/ Gynecology Selena Johe (691-1460)	Brenda Mitchell, MD Professor	1	2017-2018
Orthopaedic Surgery Chad Fisher (691-1258)	Alan R. Koester, MD Associate Professor	2	2017-2018
Pediatrics Lisa Watts (691-1371)	Patricia J. Kelly, MD Professor	3	2017-2018
Psychiatry Beth White (691-1550)	*Marie Veitia, PhD Professor	2	2016-2017
Surgery Lisa Blizzard (691-1281)	Rebecca Wolfer, MD Professor	1	2018-2019

**Chair – Dr. Lynne Goebel *Secretary – Dr. Marie Veitia

JCESOM Promotion Process





Resources

[Policies](#)

[Programs](#)

[Tools](#)

- [CV Builder & Academic Portfolio](#)
- [Update Your Scholarly Activity](#)

Pearls of Wisdom



- Develop a Reputation
 - Presentations (Regional, National & International)
 - Service on Society committees
 - Participation in writing clinical guidelines
 - Service on editorial boards
- Shape your “public’ profile”
 - Curriculum Vitae & Faculty scholarly database
 - Consult a librarian (impact factor, H-index ,Time cited)
 - Academic Portfolio , faculty scholarly database
- Communicate: Identify the person responsible for moving your promotion forward: Division Chief, Section Head...



Save Evidence of your work

Academic Portfolio

- Teaching evaluations
- Invitations to serve on committees
- Unsolicited letters from patients
- Notices of awards
- Administrative
- Clinical
- External evaluation**
 - Evaluators are individuals who are in your field, but who reap no secondary gain by your advancement
 - Build Professional relations



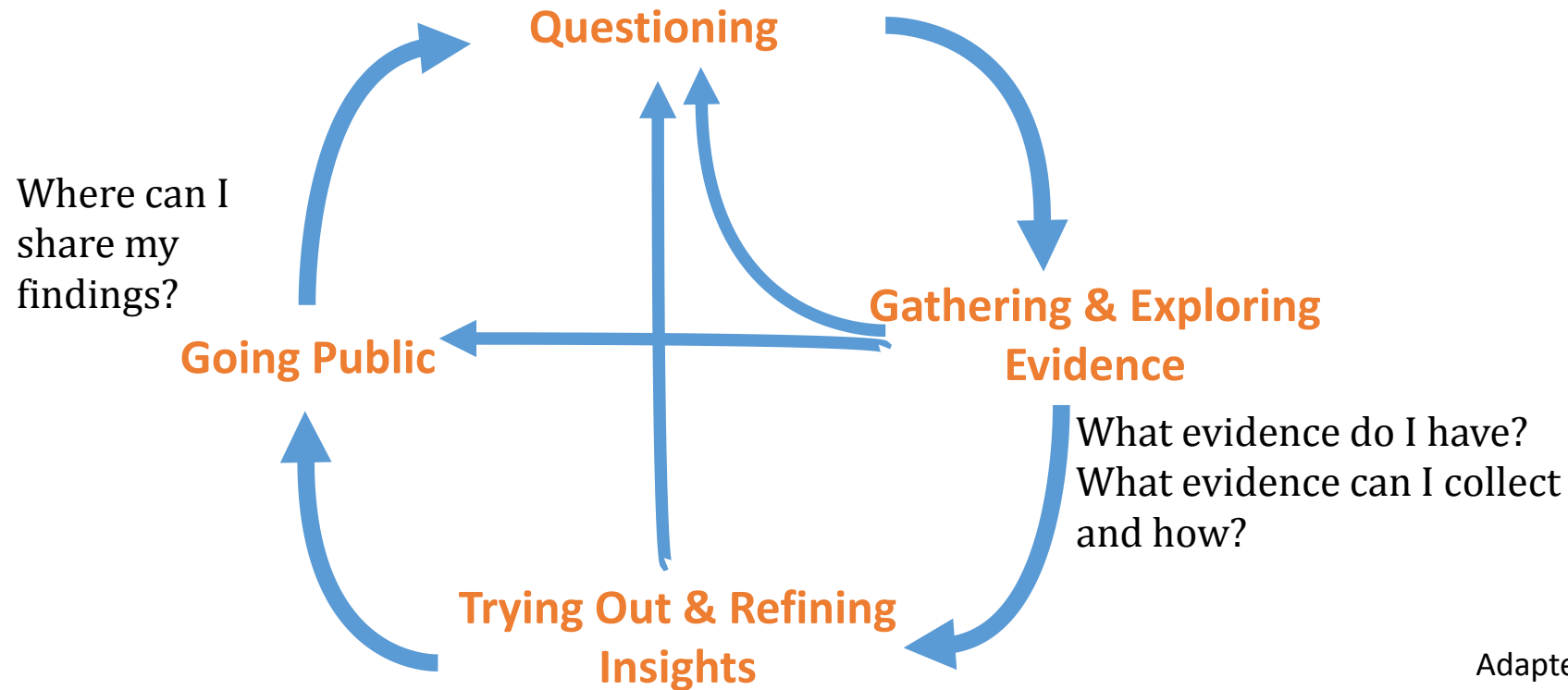
** not at JCESOM

Defining Features of Scholarship

What do I want to know about my teaching, learning or patient care?

How can we improve care for this patient population?

How can I address a challenge in the clinic?



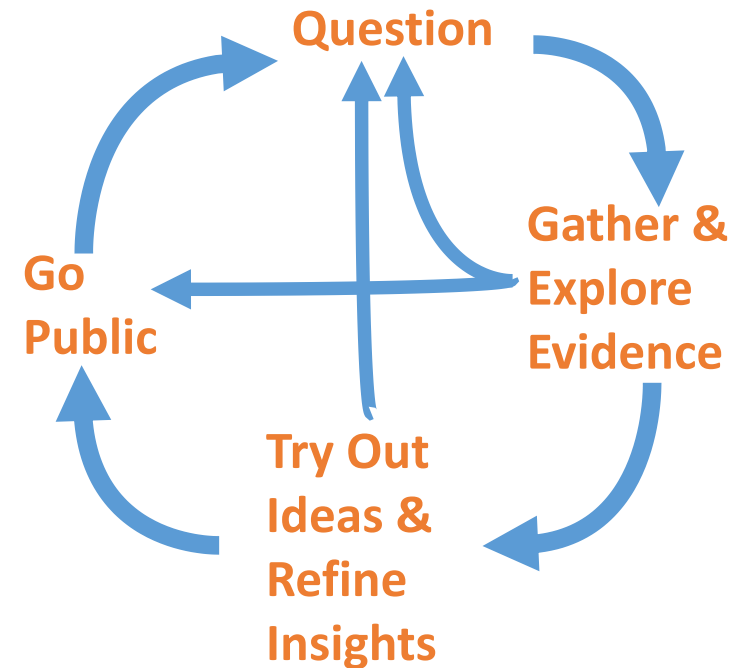
How can I make improvements based on what I'm learning?

How can I assess changes in my teaching or patient care?

Adapted from
Huber & Hutchings
(2005)

Clinical Scholarship Example

- New guidelines for care of patient with EX. syndrome published
- Are we providing the best care?
- All EX. Syndrome patient charts reviewed for compliance with guidelines
- Flow sheet designed for chart to document compliance with guidelines
- *Follow up study* of adherence
- *Abstract* presented
- ***Manuscript* published**

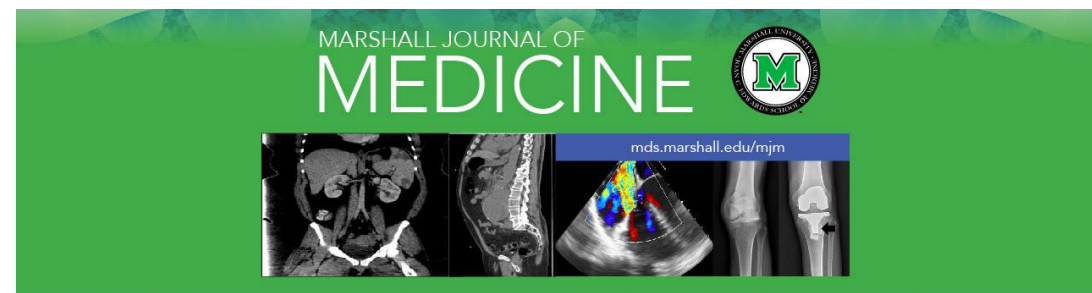




<http://mds.marshall.edu/mjm/vol3/iss1/>

Interested in Serving as a Reviewer for MJM?

<https://www.surveymonkey.com/r/R53GNZN>

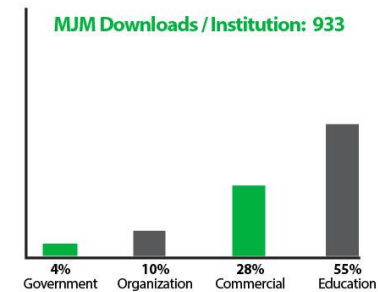


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Brazil	44	New Zealand	19	Spain	12	Sweden	6
Palestinian Territory, Occupied	40	Thailand	19	Serbia	11	Singapore	6
Mexico	36	Iran, Islamic Republic Of	19	Ukraine	10	Venezuela, Bolivarian Republic Of	6
Ireland	31	Switzerland	18	Taiwan, Province Of China	9	Denmark	5
Japan	31	Mauritius	17	Austria	8	Hungary	5
Israel	22	Greece	16	Hong Kong	8	Norway	5
Korea, Republic Of	22	South Africa	15	Qatar	8	Peru	5
Netherlands	22	Colombia	14	Chile	8	Poland	5
Malaysia	21	Pakistan	14	Portugal	7	Viet Nam	5
Egypt	20	Turkey	13	Saudi Arabia	7		



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- Any Question?

- Shah@marshall.edu