

Charge for the Dean's ad hoc Committee on Appointments, Promotion, and Award of Tenure

The SOM Dean periodically tasks an ad hoc committee to review the standards for faculty appointments, promotions, and award of tenure. Historically, the committees have examined the criteria for these appointments as well as the evidence submitted as part of the applications and the procedure of review at the department, hospital, and school levels. In response to evolving standards and practices within the University and across academic medicine, the committee reviews the school's standards to ensure the high academic standards and align with best practices to recognize our faculty's impact on the school and fields of study.

These committees are charged to review current practices and make recommendations regarding those standards and practices that should remain and suggest changes to standards and practices to improve definitions, criteria, and process. As a diverse faculty, a periodic review confirming and enhancing our criteria for faculty appointments, promotions and tenure is critical with respect to the tripartite academic medicine mission.

In addition, the Provost has recently provided all faculty appointment/promotion candidates with the option to write a diversity statement in support of their application yet the specific role and weight of that statement in determinations regarding promotion have not been clarified nor the potential impact if a candidate chooses not to include a diversity statement.

During the 2022-2023 academic year, the Dean is establishing an ad hoc Committee on Appointments, Promotion, and Award of Tenure to address the following:

- 1) Ensure that practices across five campuses remain compliant with Faculty Handbook and SOM Bylaws and are sufficient to capture and promote faculty activities;
- 2) Provide recommendations on distinguishing and more explicitly defining the criteria for promotion versus the award of tenure with careful attention to the diversity of SOM faculty and their accomplishments in academic medicine; and
- 3) Make recommendations on the sufficiency of the current standards, opportunities for improved processes, and offer guidance on considering information submitted in the two optional statements: 1) the COVID impact statement, and 2) the diversity statement.

The ad hoc Committee will be comprised of representatives from all five campuses with a preference given to those who have served on the Committee on Appointments, Promotion, and Tenure at the department, hospital, and school. The Dean will appoint two CO-Chairs for the committee.

Rationale: Inclusion of representatives from all five campuses ensures that the diversity of our faculty across the city are adequately represented. Members who have served on the SOM, hospital, or department CAPT have specific experiences related to assessing appointment/promotion/tenure applications that can inform the ad hoc committee's work.

The Committee shall meet regularly and at least once a month. Members shall serve as communication conduits to their respective constituencies. It is expected that the Committee will meet with various University and SOM leaders as part of their work and may research best practices employed by other

schools of medicine to inform their recommendations. The Committee will provide a final report addressing the three goals noted above to the Dean's leadership team in December 2023.

Rationale: Specific goals, deadlines and requirements regarding regular meetings help maintain progress so that the ad hoc Committee can fulfill its charge.