

2017 Revised Appointments, Promotions and Tenure Policy

WFU Faculty Senate
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APT Policy Task Group
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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

Policy Revisions

Track Definitions and Scholarship

Tracks (5)	Tenure <i>Tenure Eligible</i>	Research Scholar <i>Non-Tenure</i>	Educator Scholar <i>Non-Tenure</i>	Clinician Scholar <i>Non-Tenure</i>	Clinician Expert <i>Non-Tenure</i>
Career Focus	Scientific Discovery and Innovation	Research Implementation and Innovation	Clinical Education and/or Basic Science Education	Clinical Practice Innovation Education and/or Research	Clinical Practice
Key Elements of Scholarship	Research Education + Clinical Practice Service (Int/Ext)	Research Innovation + Education Service (Int/Ext)	Pedagogy Education Practice / Education Research + Service (Int/Ext)	Clinical Practice / Innovation Research / Education + Leadership Service (Int/Ext)	Clinical Practice + Education Leadership Advocacy Service (Int/Ext)

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?