

Promotion and Tenure

Basim Dubaybo, MD, FCCP, FACP

Important Concepts

- 1 What is Promotion and What is Tenure
- 2 Faculty Tracks
- 3 Promotion Timeline
- 4 Reference Letter Requirements
- 5 What is a CV and What Should it Contain
- 6 Personal Statement

KEY CONCEPTS

Promotion

1. Advancement to higher academic rank.
2. Is a recognition of excellence.
3. Peer review
4. National Recognition

Tenure

1. A commitment by the Board of Governors for continuing employment
2. Generally offered after a probationary period of employment
3. Candidates meets criteria for excellence as well as evidence of continued scholarly productivity

FACULTY TRACKS

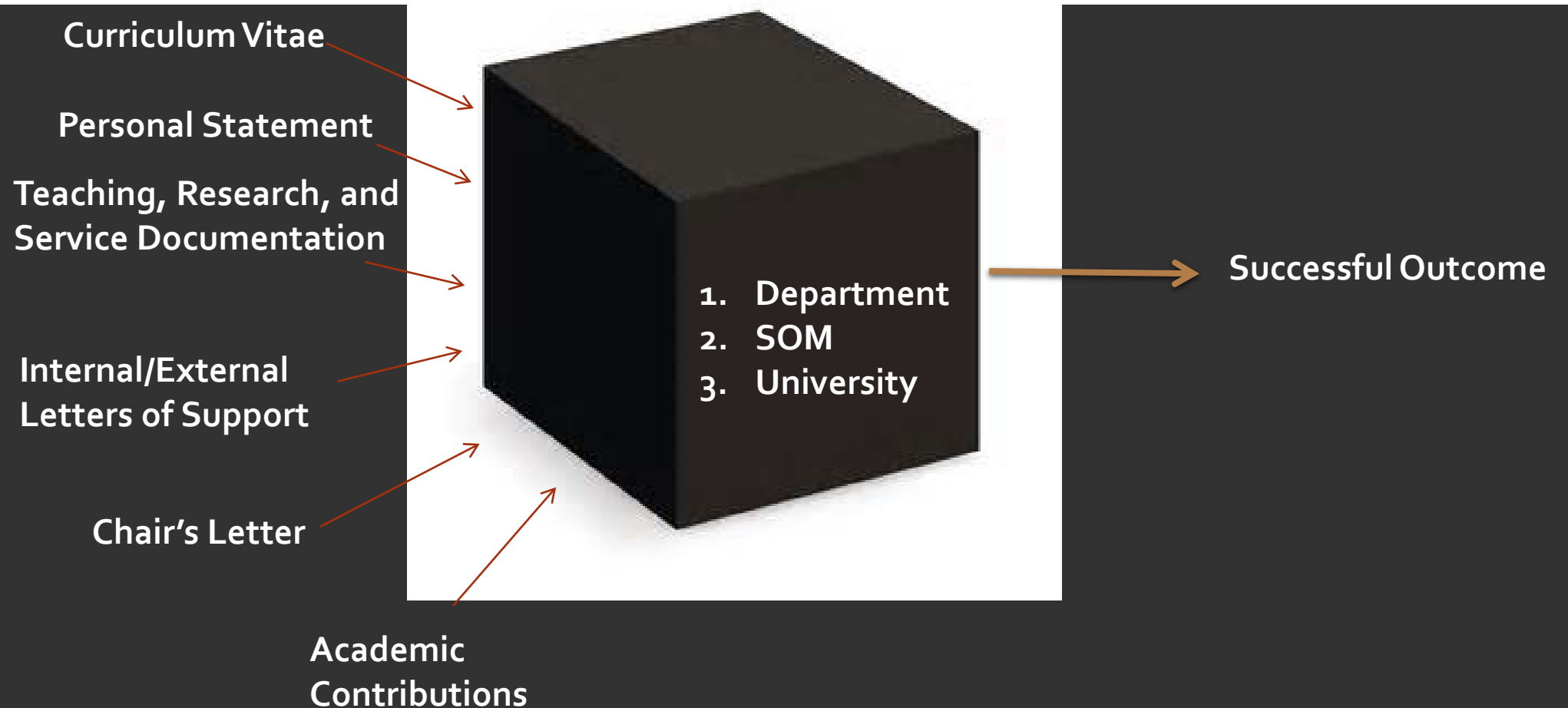
TENURE

1. *Research Educator*
2. *Clinical Scholar*

NON-TENURE

1. *Clinician Educator (Clinical)*
2. *Research*
3. *Teaching (not currently used in SOM)*

What makes a promotion packet?



REVIEW PROCESS

- Primary and secondary reviewer
- Criteria
 - Has Candidate met the academic goals as defined by the SOM factors?
 - Is supporting material presented clearly and concisely?
 - Do letters of support and other documents adequately reflect a body of work?

CRITERIA FOR P&T

In general, the criteria are based upon three traditional academic activities:

1. **Research**
2. **Teaching**
3. **Service**

There is the expectation that faculty members engage productively in some form(s) of **Scholarship**

EXCELLENCE IN SERVICE

- Development, leadership, or provision of unique clinical care or service
- Development of new programs
- Committees (SOM, regional, national, etc).
- 'Citizenship'
- Community outreach activities

EXCELLENCE IN RESEARCH

- Grants
- Original Observations
- Book chapters
- Abstracts
- Invited oral presentations
- Editorial boards, ad hoc reviews
- National planning, grant review, etc.

EXCELLENCE IN TEACHING

- Leadership
 - > Develop or expand on an educational area
 - > Improve an existing program/course
 - > Develop a course for SOM, residency/fellowship
- Lectures, grand rounds, seminars, preceptor, etc.
- Mentoring
 - Tangible and measureable (i.e. MS/PhD students, residents, advisees, etc.)
- Testimonial letters from trainees
- Teaching evaluations

YOUR CV

- Should tell your whole story
- Use WSU Format
- Update regularly

PERSONAL STATEMENT – RECOMMENDED STRUCTURE

- Introduction
- Clinical Service (if applicable)
- Research/Scholarship
- Teaching
- Service
- Summary or Conclusion

PERSONAL STATEMENT – WHAT SHOULD IT EXPLAIN?

- What do I do?
- Explain historical or other gaps
- Why do I do it?
- How do I do it (methods/strategies)?
- How well do I do it?
- Where am I going overall – what's my vision and expected trajectory?

EXTERNAL LETTERS

- 12
- Proposed by Unit
- Arms Length
- Rank at or above your prospective rank
- Comment of WSU factors not their own institutional requirements