Revision of the APP: timeline & progress

- June 2015: Retreat on the APP
- August 2015: Academic Advancement Work Group (AAWG) charged by Provost to make recommendations
- July 1, 2016: AAWG Recommendations submitted to Provost
  Provost asked Dr. Thorndyke to establish a writing group to draft the revised APP
- Fall 2016: Campus discussions of revised APP
- Jan 2017: AAWG to review draft document and make recommendations for revisions
- Feb 2, 2017: Faculty Town Hall to discuss revised APP
- Feb-Aug 2017: Ongoing discussions/input of proposed document
- Sept-Nov 2017: Multiple levels of review/approval by FC, EC, Faculty at Large, Sr. Leadership; CASA
- Dec 2017: Approval by UMMS BOT

Why revise the APP?
Because the current APP . . .

- has gaps
  - procedures for promotion & tenure are based on assumption of a positive review
  - sparse coverage of employment issues
- is not easy to follow
  - tenure is covered in 4 different sections
  - sections on PMYR and termination of tenured faculty are lengthy and convoluted
- is outmoded
  - not consistent with current practice
    e.g., employed faculty are not reappointed; process for tenure buyout not used as written

The goal is to craft a document that . . .

- is consistent and transparent
  - tenure is covered in a single article
  - new sections on faculty employment
- rewards the accomplishments of all UMMS faculty
  - modified titles are discontinued
  - new Areas of Distinction provide pathways to promotion for all faculty
- takes a fresh look at particular policies
  - “up-or-out” policy for tenure track faculty
  - salary reduction for tenured faculty

The revised APP follows specific principles . . .

- to incorporate the work of the AAWG and feedback from faculty and chairs
- to maintain current academic standards
  - the criteria for tenure are unchanged (although eligibility is broader)
  - the criteria for promotion are equivalent to the current APP
- to retain current practices unless change is justified
  - procedures for tenure and promotion are clarified but largely unchanged
- to reflect current thinking
  - broader definitions of scholarship and education
  - recognition of team science
Summary of Changes proposed in the revised APP

- A single path for promotion, with 4 areas of distinction: Clinical Medicine; Education; Investigation; Population Health & Public Policy
- Clinical and Research modified titles will be discontinued; ranks of Lecturer, Affiliate & Senior Affiliate will be discontinued
- All faculty are expected to engage in education Educational activities are broadly defined and include mentoring
- All faculty are expected to engage in scholarship Scholarship is broadly defined, and includes clinical scholarship and team science
- Definition of terms & conditions for employment and appointment
- Definition of faculty categories (employed and affiliate)
- Modification of policies for tenured faculty
  - “Up-or out” policy
  - Procedure for reduction of salary
  - Term tenure
  - PMYR

Faculty and chairs have raised concerns about . . .

- standards for tenure
- proposed process to reduce salary of tenured faculty
- modification of “up-or-out” policy
- promotion pathway for clinical medicine
- employment, compensation & benefits of “dual docs”
- recategorizing Voluntary Faculty as Affiliate Faculty
- the process for implementation of the revised APP

Immediate next steps . . .

- early January: detailed review by legal counsel
- January 18 & 31: AAWG review of draft document
- January 26: presentation to Chairs Council
- February 2: Faculty Town Hall Meeting
  
  our goal is to have a draft document for distribution by Feb 2
- February onwards: continuing discussion to address concerns and complete a final document

The APP revision is a work in progress
— we welcome and listen to your feedback!