

Charge from the Provost to the Academic Advancement Work Group

1. Review and recommend a **definition of scholarship**
2. Review and recommend **pathways and criteria for advancement** in academic rank
3. Review and recommend **pathways and criteria for the award of tenure** and/or other long-term commitments
4. Review and recommend the definition and **guarantees of tenure** and/or other long-term commitments

Academic Personnel Policy (APP) Revision: AAWG Progress to date

June 18, 2015: **Kick-Off Retreat**

August 2015: **Academic Advancement Work Group**
established and began meeting 2X/month

October 2015: **Definition of Scholarship; Single path model** for promotion; elimination of modifiers

November 2015: **Criteria** for each area of distinction

December 2015: **Description of Educational Activities**

Draft Definition of Scholarship

To achieve academic advancement at UMMS, *faculty must demonstrate scholarship* individually or *through contribution(s) to a team*. Scholarship has three essential components: advancement of knowledge, dissemination, and impact.

Scholarship advances research, education or practice through *discovery, integration, application or transmission* of knowledge.

Scholarly activities can include the discovery of new knowledge through investigation, the integration of knowledge to generate new understanding, the application of knowledge to provide new solutions for individuals or communities, or the development of novel educational approaches for the transmission of knowledge. Scholarship is valued in each of the three missions of research, education and clinical practice.

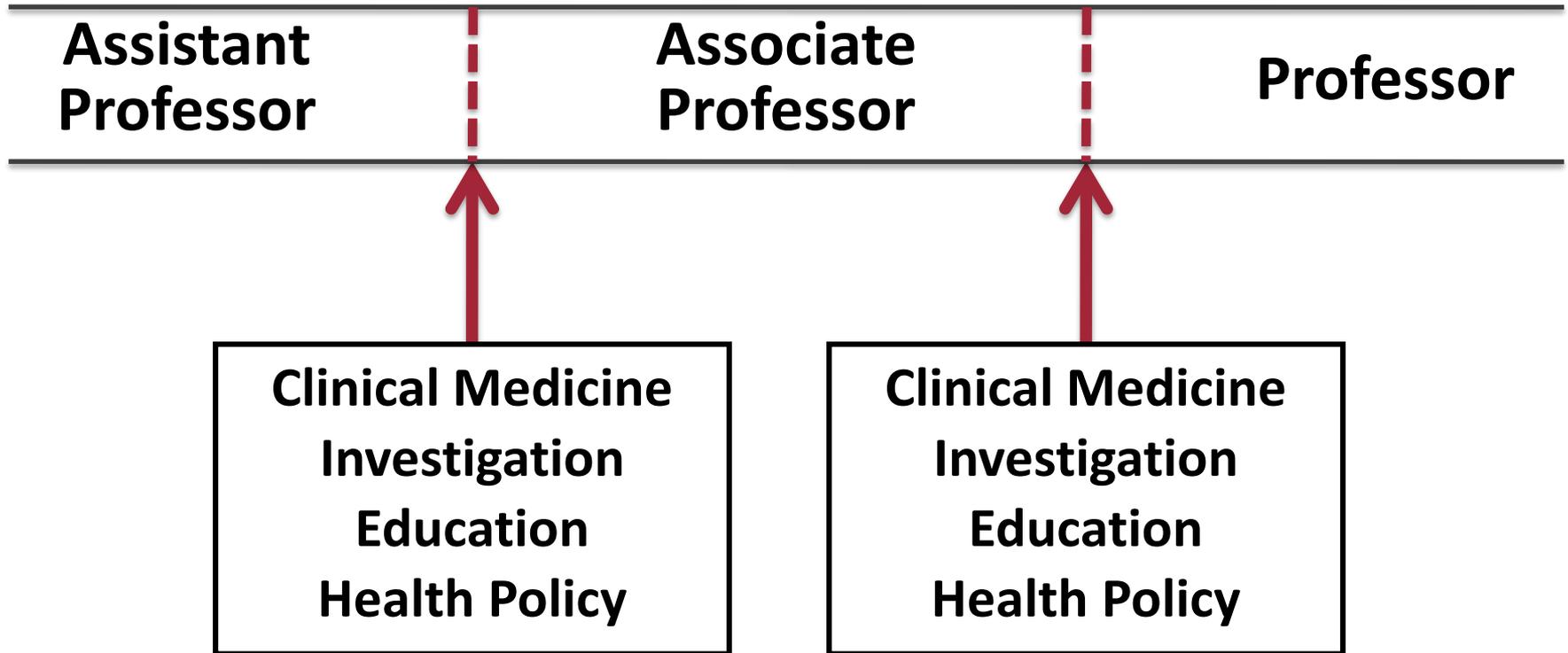
Scholarship must be *in a form that is disseminated and evaluated*, allowing critical review.

Scholarly work results from a rigorous and structured approach and includes peer-reviewed publications, books, book chapters and reviews; innovative educational materials; peer-reviewed meeting abstracts and presentations; patents, new therapies and technologies; and evidence-based products such as policy statements, safety and quality studies, innovations in patient care, and clinical guidelines.

Scholarship has a measurable *impact at the local, regional, national or international level* on a discipline, practice or community.

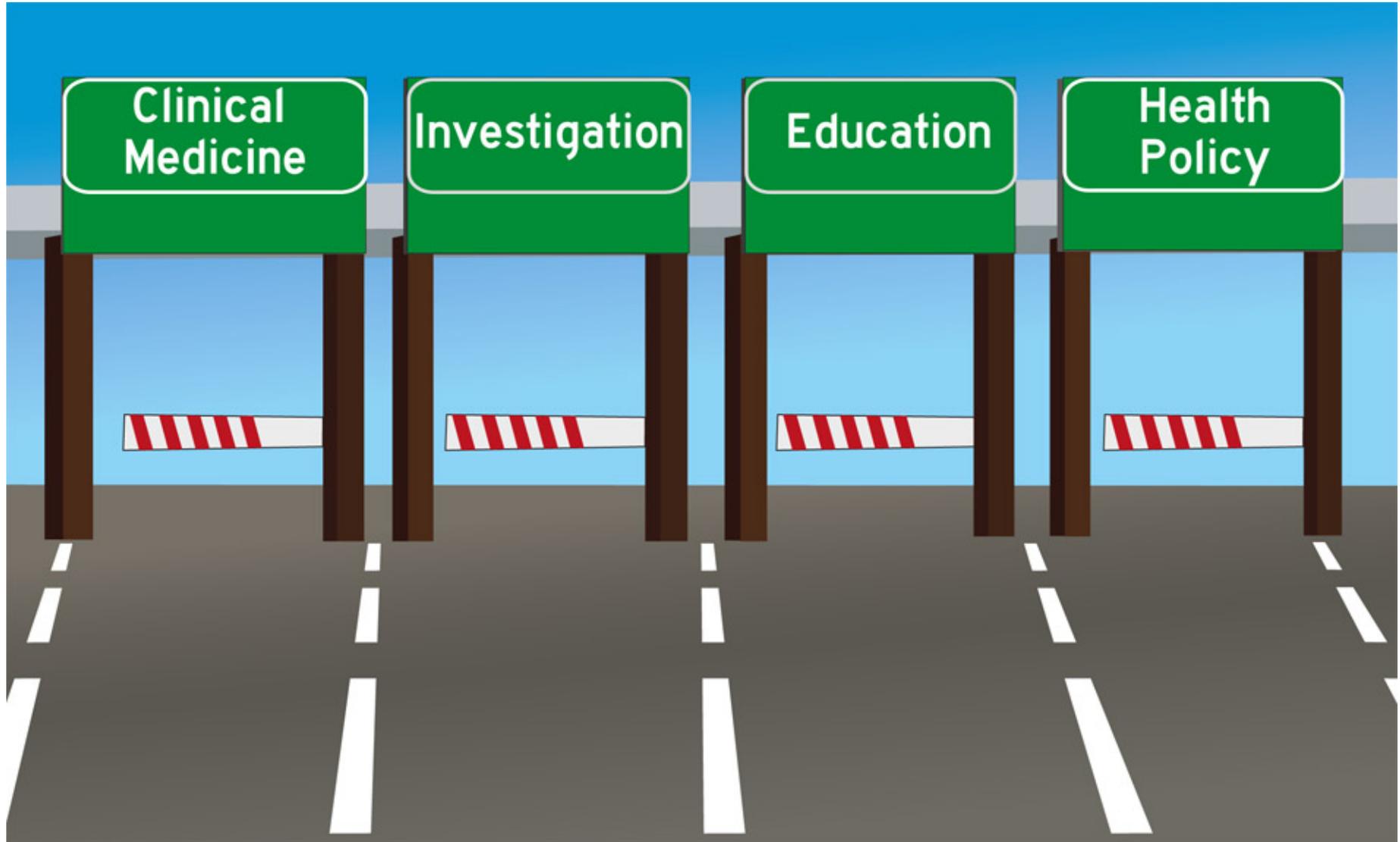
For example, a research discovery influences the direction of a field or provides a platform for others to build on; a meta-analysis integrates an area of knowledge for new policies or guidelines; application of knowledge to clinical practice improves the health of individuals or communities; a novel educational approach enhances learning.

A single path for promotion: at each rank candidates select an area of distinction for review

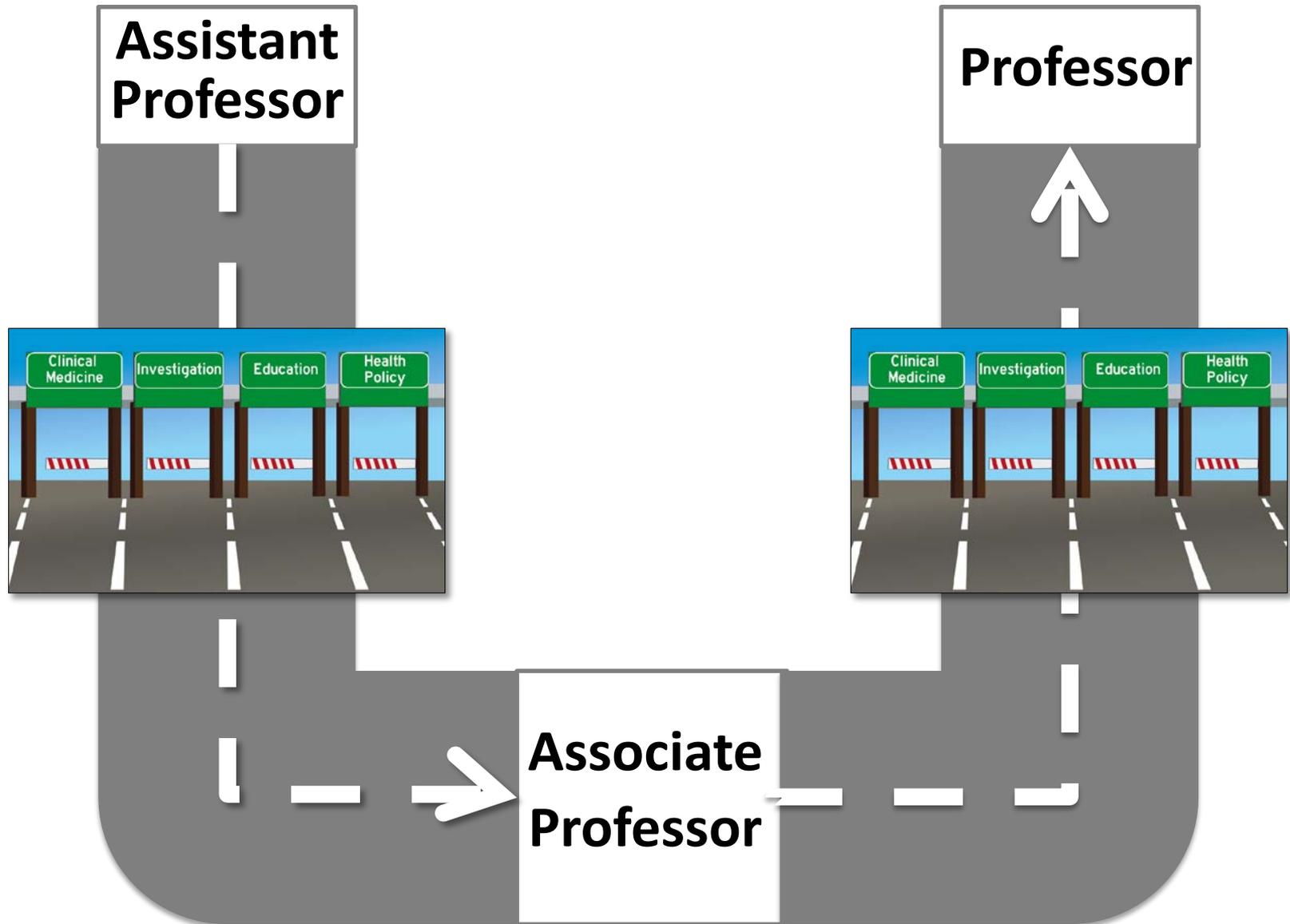


Each area of distinction has defined criteria for promotion at each rank

Candidates for promotion to Associate Professor or Professor select an area of distinction for review



Candidates may select an different area of distinction to be reviewed at each rank



A candidate's accomplishments within their area of distinction will be assessed by four criteria

Activities

The candidate should have a strong record of activities that demonstrate excellence in the area of distinction

Scholarship

Associate: The candidate should have a record of scholarship

Professor: The candidate must have a consistent record of scholarship

Academic Reputation and Service

The candidate should have a positive academic reputation:

Associate: within and beyond UMMS and its academic affiliates

Professor: national, and in some cases international

Educational Activities

The candidate must demonstrate effectiveness in their educational activities

A recommendation for promotion will be based on assessment for each criterion

The candidate's record will be evaluated in each criteria on a 3-point scale:

Minimal Moderate Strong

Candidates must have accomplishments in each criterion

Candidates are assessed in the context of the distribution of effort assignment across the mission areas

Contributions to teams will be recognized

Accomplishments in other areas of distinction can be taken into consideration

The AAWG is currently testing this approach using mock cases of candidates with combinations of strengths and weaknesses

For each criterion in each area of distinction there is an extensive list of examples of activities

Distinction in Clinical Medicine—*Activities*

The candidate should have a strong record of clinical activities that demonstrate excellence in health care delivery.

Examples of activities include:

- Scope, quality and productivity of clinical practice
- Referrals and peer attestations
- Leadership positions, committee membership and other service activities in the institution related to clinical expertise, including responsibility for a clinical program or quality improvement initiative
- Development of innovative approaches to advance healthcare that improve safety, quality or efficacy of healthcare delivery or coordinate care across disciplines and institutions
- Development of a unique clinical program, diagnostic test, or intervention with documented effectiveness or impact
- Contributions to standards in area of expertise
- Identification by peers and trainees as a role model of professionalism in clinical practice
- Invitations to consult, review or assess clinical activities in other medical schools and healthcare organizations
- Engagement in patient-oriented or other area of research

Educational activities are defined very broadly: assessment of educational effectiveness will emphasize quality over quantity

Seven areas of educational activity:

- Educational Programs & Courses
- Research Education & Mentoring
- Clinical Education and Mentoring
- Educational Leadership & Administration
- Educational Development
- External Educational Activities

In each area the AAWG has defined examples and the methods for assessment of educational effectiveness

AAWG 'final draft' documents will be posted on the OFA website for viewing and feedback. Please send any comments or questions.

University of Massachusetts Medical School

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[Academic Affairs](#) > [Governance & Policies](#) > [Academic Personnel Policy](#) > APP Revision 2015-16

Academic Personnel Policy Revision 2015-16

In late Spring 2015 the campus initiated the review of the UMMS School of Medicine Academic Personnel Policy (APP) [Doc. T95-022 as amended by the Board of Trustees August 23, 2006] with the intention to revise the policy. The APP is an important governing document as it defines the policies and procedural standards for faculty appointments, promotions and tenure as well as the policies for personnel actions such as leaves of absence, evaluations of performance and termination of faculty. Provost Flotte has appointed Dr. Luanne Thorndyke, Vice Provost for Faculty Affairs, to oversee this process.

Retreat

On June 18, 2015 approximately 80 academic leaders representing various faculty constituencies attended a half-day on campus retreat to kick-off the review process. During the retreat the following questions were addressed:

- Should we adopt a broader definition of scholarship (such as Boyer's) for use in evaluating the contributions of faculty in the various mission areas?
- Is the institution of tenure at UMMS in need of reform?
- Shall we presuppose current tracks and pathways, or revisit our tracks, pathways and guarantees?

Appointment & Promotion Quicklinks

- Ranks, Pathways and Track
- Criteria: Non-Tenure Track
- Criteria: Tenure Track
- Appointment Process
- Promotion Process
- Tenure Process
- Ementus

Questions or Comments?

Do you have questions or comments regarding the revision of the Academic Personnel Policy? Please email us at Faculty.Affairs@umassmed.edu

<http://www.umassmed.edu/ofa/academic/governance-policies/academic-personnel-policy/revision/>

AAWG Next Steps: Bi-monthly meetings thru March 2016

Topics to be covered in upcoming meetings

- Review mock candidates for promotion in each area of distinction for associate and professor ranks
- Entry level appointment criteria (Instructor/Assistant Professor)
- Voluntary faculty: titles & expectations
- Pathways to tenure
- Definition and Guarantees of tenure