

TENURE AND PROMOTION TO TENURE POLICY

DREXEL UNIVERSITY COLLEGE OF MEDICINE

The Board of Trustees and the faculty acknowledge and affirm the important role of tenure in promoting academic freedom, the search for knowledge and a robust academic environment within the Drexel University College of Medicine (“College”).

Principles for the Awarding of Tenure or Tenure of Title.

Within the College, tenure (as defined below) may be awarded to a faculty member who holds an unqualified faculty title, who is employed by the College on at least a .75 FTE basis, and whose scope of duties for the College is primarily research, or scholarly activity in the field of medical education and curricular development.

Tenure may be awarded to a faculty member who, in the opinion of the College, has demonstrated academic excellence. This may be made manifest through either:

(i) sustained excellence in research and scholarly activity; (ii) sustained record of being well supported by external funding; and (iii) having received external peer recognition at the national level; and in addition the candidate is expected to have shown sustained performance at least at the satisfactory level in teaching and College or community service; and must be judged capable of continuing all such activity over the balance of the course of his or her career.

or:

(i) sustained excellence in the teaching of the College’s medical students (excellence in the teaching of graduate students and residents will also be taken into account); and (ii) demonstrated leadership in the College community in the area of education; and (iii) sustained excellence in medical curricular development and scholarly activity; and (iv) having received external peer recognition as an educator at a national or international level; and in addition it is preferable that the candidate has been supported by extramural funding; and must be judged capable of continuing all such activity over the balance of the course of his or her career.

Tenure of Title (as defined below) may be awarded to a faculty member holding an unqualified title and whose scope of duties for the College are primarily clinical or patient care who, in the opinion of the College: (a) has shown sustained excellence in scholarly activity, teaching and College or community service; (b) has achieved national recognition in their field; and (c) who is judged capable of continuing such activity over the balance of his or her career.

Although the focus of the tenure process is aimed at evaluating the individual performance of the faculty member, the changing needs and priorities of the department and College may also affect the decision to grant tenure. As part of the tenure review process, any department proposing faculty for tenure should consider the programmatic and budgetary implications of granting tenure. In addition, it is expected that any faculty member seeking tenure will have demonstrated appropriate collegiality towards colleagues, students, staff and patients throughout their employment at the College. The responsibility always lies with the individual faculty member to demonstrate to the College that he or she has met the requirements for tenure.

In order to implement these aforementioned principles for the awarding of tenure and tenure of title the Tenure Committee of the College shall develop more specific criteria and standards for tenure, subject to the approval of the Executive Committee of the faculty, the Dean and the Board of Trustees. These standards and criteria shall be published to the College faculty and used as guidelines in making tenure recommendations to the Board of Trustees.

Definitions. Faculty members who acquire Tenure (“Tenure”) at the College hold their rank and salary for an indefinite term, absent death, resignation, retirement, dismissal for cause, financial exigency or discontinuance of the department under which the rank and salary are held.

For purposes of this policy, salary shall mean base salary, without clinical, administrative or other supplement. For Tenured faculty, the guaranteed base salary will be either (i) fifty percent (50%) of the median percentile salary for the faculty member’s rank and department as determined by the 2006 American Association of Medical Colleges salary survey table for basic science departments in the Northeast region of the country (to be reviewed and modified, if appropriate, at three year intervals by the Board of Trustees in its sole discretion); or (ii) one hundred percent (100%) of the faculty member’s salary during the previous fiscal year, which ever is less. This guarantee will extend so long as the faculty member maintains the expected level of teaching, research, or scholarly activity.

Faculty members who acquire Tenure of Title at the College hold that designation as an honorary title at the discretion of the College, and without any right to, interest in, or expectation of any compensation or other property right. Faculty members holding Tenure of Title remain subject to the provisions of Article II, Section 7 of the Faculty Bylaws with regard to the renewal and termination of their faculty appointment.

Tenure track. The decision to hire or place a faculty member on a tenure track position shall be made by the department chair in which the primary appointment is made acting with the concurrence of the Dean. The faculty member’s appointment letter shall clearly state the appointment is for a tenure track position and, if applicable, carry a specific statement of the maximum length of service that will be required before a tenure decision is made. Any faculty appointment which does not specify a tenure track will be considered to hold a non-tenure track appointment. Any faculty member may apply to their department chair and the Dean to be placed on a tenure track or taken off tenure track.

Tenure Timeline. Typically, a period of six to nine years shall be served before the award of Tenure. These times can be adjusted to recognize time in rank at other academic institutions or to meet other competitive situations.

Authority to Award Tenure or Tenure of Title. The award of Tenure or Tenure of Title at the College may only be made by the positive action of the College’s Board of Trustees, following appropriate review by the candidate’s Department, Department Chair, the Tenure Committee of the College, the Executive Committee of the Faculty and the positive review of the Dean and President. Tenure is granted in the Department in which the faculty member has his or her primary appointment.

Tenure Report. The Dean will maintain an analysis of the College’s staffing and tenure projections, with particular attention to the aggregate number of tenured and tenure-track appointments. The Dean will forward a report to the President and the Academic Affairs Committee of the Board of Trustees, by June 30 of each year stating the aggregate number of tenured and tenure-track faculty at the College.

Appointment If Tenure Application Denied. A tenure-track faculty member who has either withdrawn from consideration for tenure or been denied tenure remains eligible for employment with the College on an at-will or contractual basis, at the sole discretion of the College. The acceptance of any such employment shall constitute agreement by the faculty member that she/he has no right, title, interest, or expectation in Tenure and complete release of any further obligation owed her/him under the College’s Tenure Policy.

Termination of Tenure Appointments by the College. The College will comply with the procedure and process set forth in Article II of the Faculty Bylaws when terminating a faculty member with Tenure and when terminating or non-reappointing a faculty member with Tenure of Title.

Post Tenure Review. Tenured faculty who are identified as needing assistance in the pursuit of personal scholarly growth or in maintaining a level of research or teaching consistent with the College's expectations for its faculty may be given access to such resources for a specified period of time before any process of tenure revocation is pursued. The Tenure Committee of the College shall develop more specific criteria and standards for post tenure review, subject to the approval of the Executive Committee and of the faculty, the Dean and the Board of Trustees. These standards and criteria shall be published to the College faculty and used as guidelines in post Tenure review.

Senior Faculty Members in Place. Tenure is hereby confirmed for those current faculty members who either (i) received appointment letters signed by the President of the College that expressly state that the appointment came with tenure or (ii) were awarded tenure by the College's Board of Trustees between November 10, 1998 and April 8, 1999. Records of tenure status for these faculty members are maintained in the Dean's Office. The guaranteed base salary for such faculty members whose scope of duties for the College are not primarily research or scholarly activity in the field of medical education and curricular development will be the percentage of their salary as of the effective date of this policy that is dedicated to educational duties. Any tenure status that was granted by the Allegheny University of the Health Sciences or its predecessors is not recognized by the College.

Amendments. This policy may be amended from time to time as the Board of Trustees, after consultation with the faculty, deems necessary in the best interests of the College. After consultation with the faculty, the administration shall issue and maintain procedures that implement this policy. Faculty members are responsible for familiarizing themselves with applicable Tenure policies and procedures. No provision of this Policy may be waived or modified by any officer, faculty member, employee or agent of the College without the prior approval of the Board of Trustees.

Effective Date. This Policy shall become effective March 1, 2004 (and as amended by Board of Trustees on May 11, 2005).