

Promotion and Tenure OHSU School of Medicine

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Candidate

Annual Review

Department Chair

Dossier Preparation

Departmental P & T Committee

SOM P & T Committee

Dean/Provost

OHSU SOM Promotion and Tenure Timetable

- Sept – Oct Identify candidates; assemble materials
- November Departmental P&T Committee review
- Dec 15 Departmental Review completed
Recommendations to Dept chair
- Jan 10 Deadline for submission to SOM
P&T committee
- May 30 Complete SOM Review
- June 15 Dean recommends to Provost
- July 1 Promotion effected

OHSU SOM Promotion and Tenure Components of the Application

- Curriculum vitae [standardized format]
 - <http://ozone.ohsu.edu/som/faculty/pt.shtml>
- Personal statement of contributions
- Job description, Time & Effort statement
- Annual reviews
- Documentation of teaching (quantity *and* quality)
- Departmental P & T evaluation
- Supporting letters
 - Associate professor: 5 letters, 3 from outside OHSU
 - Full professor: 7 letters, 5 from outside OHSU

OHSU SOM Promotion and Tenure Guidelines

- Categories of evaluation
 - Scholarship
 - Teaching
 - Service
- Evaluation of performance
 - Satisfactory
 - Substantial
 - Outstanding

SOM Criteria for Promotion and Tenure- Associate Professor

	Satisfactory	Substantial	Outstanding
Scholarship		X	
Teaching	X		
Service	X		

SOM Criteria for Promotion and Tenure- Associate Professor

	Satisfactory	Substantial	Outstanding
Scholarship	X		
Teaching		X	
Service	X		

SOM Criteria for Promotion and Tenure- Associate Professor

	Satisfactory	Substantial	Outstanding
Scholarship	X		
Teaching	X		
Service		X	

SOM Criteria for Promotion and Tenure- Full Professor

	Satisfactory	Substantial	Outstanding
Scholarship			X
Teaching		X	
Service		X	

SOM Criteria for Promotion and Tenure- Full Professor

	Satisfactory	Substantial	Outstanding
Scholarship		X	
Teaching			X
Service		X	

SOM Criteria for Promotion and Tenure- Full Professor

	Satisfactory	Substantial	Outstanding
Scholarship		X	
Teaching		X	
Service			X

OHSU SOM Promotion and Tenure Award of Tenure

- Tenure can be awarded to faculty at the associate and full professor ranks
- Criteria for tenure:
 - Institutional: satisfy one area as outstanding, one as substantial, and one as satisfactory achievement
 - Distribution not important, but usually best in scholarship
 - Departmental commitment for support
 - Must have funds to provide salary in “hard” money

SOM Criteria for Promotion and Tenure- Award of Tenure

	Satisfactory	Substantial	Outstanding
Scholarship			X
Teaching		X	
Service	X		

SOM Criteria for Promotion and Tenure- Award of Tenure

	Satisfactory	Substantial	Outstanding
Scholarship			X
Teaching	X		
Service		X	

SOM Criteria for Promotion and Tenure- Award of Tenure

	Satisfactory	Substantial	Outstanding
Scholarship		X	
Teaching			X
Service	X		

SOM Criteria for Promotion and Tenure- Award of Tenure

	Satisfactory	Substantial	Outstanding
Scholarship	X		
Teaching			X
Service		X	

SOM Criteria for Promotion and Tenure- Award of Tenure

	Satisfactory	Substantial	Outstanding
Scholarship		X	
Teaching	X		
Service			X

SOM Criteria for Promotion and Tenure- Award of Tenure

	Satisfactory	Substantial	Outstanding
Scholarship	X		
Teaching		X	
Service			X

SOM Criteria for Promotion and Tenure- Research Associate Professor

	Satisfactory	Substantial	Outstanding
Scholarship		X	
Teaching (N/A)			
Service (N/A)			

SOM Criteria for Promotion and Tenure- Research Professor

	Satisfactory	Substantial	Outstanding
Scholarship			X
Teaching (N/A)			
Service (N/A)			

New Clinician-Educator Series

- Approved by the SOM Chairs and Faculty Council, Fall 2008
- Became effective June 2009
- Inaugural roll-out this academic year

OHSU SOM Promotion and Tenure Clinical Professor/Associate Professor

- This is an elective choice decided by faculty member and his/her chair.
- Clinical prefix may be used for faculty who are principally engaged in clinical service activities, and provide major role to OHSU clinical enterprise
- Promotion is dependent upon achievement in teaching and service (only)
- This is a non-tenured position at either level
- Assistant Professor to remain un-differentiated
- Candidates can change between clinical and traditional pathways, but only when upwards in rank
- Faculty in all SOM departments are eligible

SOM Criteria for Promotion and Tenure- Clinical Associate Professor

	Satisfactory	Substantial	Outstanding
Scholarship (N/A)			
Teaching	X		
Service		X	

SOM Criteria for Promotion and Tenure- Clinical Associate Professor

	Satisfactory	Substantial	Outstanding
Scholarship (N/A)			
Teaching		X	
Service	X		

SOM Criteria for Promotion and Tenure- Clinical Professor

	Satisfactory	Substantial	Outstanding
Scholarship (N/A)			
Teaching		X	
Service			X

SOM Criteria for Promotion and Tenure- Clinical Professor

	Satisfactory	Substantial	Outstanding
Scholarship (N/A)			
Teaching			X
Service		X	

Clinician Educator Series: Questions ?

Page 1

- **How does one pursue the clinician-educator pathway?**
 - On the promotions packet cover page there will be a check space indicating pathway sought for this promotion
- **What is the timeline for promotion?**
 - The timetable will be exactly that set forth for the traditional promotions and tenure processes. Go through department P&T in fall, January 10 hard SOM deadline, notification in June.
- **What about letters of recommendation?**
 - Number of letters will be unchanged (professor 7/5, associate 5/3) . Chairs should clarify the nature of the request to referees.
- **What about tenure?**
 - Tenure is not available within clinician-educator series

Clinician Educator Series: Questions ?

Page 2

- **How do you switch from (or to) the traditional path?**
 - The pathway being sought has to be specified on the cover sheet checkbox. We do not discriminate based on present status. For example, an associate professor seeking clinical professor rank just has to check the clinician-educator path on the cover sheet. Leaving this space unchecked will result in traditional evaluation.
- **Who evaluates the candidates?**
 - Evaluation will be by the SOM Promotions committee, the same committee that considers traditional and research candidates.
- **Will the SOM Promotions committee award “clinical” rank when it is not explicitly sought?**
 - No. Candidates and their chairs must identify the most viable and satisfying pathway for the candidates, and the committee will adhere to that choice. Informal preceding advice can be arranged, as always.

Clinician Educator Series: Questions ?

Page 3

- Will “fast-tracking” be possible for the clinician-educator series?
 - No. Fast-tracking applications are used for candidates of same rank at another (US) academic institution transferring here. Fast-tracking is not faster, or out of sequence, but rather streamlined. Because of the inconsistent definition of the “clinical” prefix across the US, the meaning of the title is difficult to interpret a priori. We now have a very tight definition for our clinician-educator series at OHSU, but even that is a marked departure from our definition last year. Therefore a full application will be required for all incoming candidates seeking rank with the “clinical” prefix.
- Speaking of recruits from other institutions, what about “provisional” status?
 - “Provisional” is a suffix that is used as a placeholder for recruits who the chair feels is appropriate for a given senior rank, but the faculty member is hired at a time out of sequence with the annual SOM Promotions review. The candidate may be hired at the selected rank, but the “provisional” suffix will be attached until the SOM Promotions committee can review the candidate. The Committee will consider to recommend removal of the suffix. Candidates should not retain the “provisional” suffix for more than one year. (This suffix applies to all pathways, not just the clinician-educator series.)