

2007-2008 Group on Faculty Affairs
AAMC Listserve Queries & Responses

Query: Part-time Tenure

Question from Janis Apted, MD Anderson Cancer Center (japed@mdanderson.org):

Many thanks to all of you who replied to my email about part-time tenure policies. Attached is a chart of the replies which frequently dealt with part-time schedules for faculty as well as tenure issues. There is a greatdeal of interest in this topic. I hope you find the compilation of some value.

INSTITUTION	Part-Time Tenure Policy		COMMENTS
	yes	no	
Brody School of Medicine - E Carolina U	x		Tenured faculty can have 0.75 - 0.99 FTE/faculty with an FTE below 1.0 are given a fixed term appointment. Have not issued a tenure track appointment if less than 1.0 FTE.
Ohio State	x		rare occurrence/no inquiries - with at least a 50% appointment can be tenure track or tenured
University of Alabama School of Medicine	awaiting approval		Faculty Senate passed policy for part-time tenure; policy going to Provost, President and Board of Trustees for ratification.
University of Iowa	x		rarely used - for part-time faculty, time to tenure is prorated based on the percent effort so that if faculty worked 75% they would have an additional two years to make tenure. Have granted tenure at end of probationary period.
University of Michigan	x		if part-timers increase their appointment later, their tenure only applies to the fraction they held when tenure was granted.
University of Washington	x		option originated in medical school; women's faculty group pushed for it about 6y before its 1998 adoption
Vanderbilt University School of Medicine	x		(practice is similar to University of Iowa. Also rarely used)
University of Louisville		x	only tenures full-time faculty; 0.82 - 1.0 FTE is considered full-time

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University of New Mexico	x		have had prorated tenure clock for many years. From 0.5FTE and up, the time to maximum probationary period is extended. Maximum probationary period once you are on tenure is 6y for full-time and 12 years for a 0.5 FTE appointment.
Creighton University School of Medicine		x	don't tenure part-time faculty, but full-time is defined as 0.75 - 1.0 FTE. Faculty who work 0.75 FTE are eligible. All faculty are 12 months
Duke Medicine			(needed more information)
Feinberg School of Medicine, Northwestern U		x	(same as Washington U.) Full-time req to attain tenure. In rare instances, full-time faculty who transition to contribute service/voluntary (usually in private practice) have been allowed to keep their tenured status.
Georgetown University Medical Center		x	some faculty interested in exploring idea
Indiana University School of Medicine		x	
Louisiana State University		x	bylaws stipulates only full-time faculty can hold tenure
Medical College of Wisconsin		x	
New York Medical College		x	tenure for full-time faculty only
Penn State College of Medicine		x	full-time is 9mo/COM faculty 9-mo appointment adds a 3 month supplement
SUNY Upstate Medical University		x	SUNY-wide policy that tenure is not available to part-timers. Have had faculty who work part-time for a while either join or rejoin the tenure track when they go full-time.
Texas Tech University		x	specific policy stipulating "Tenure applies to full time faculty including those with full-time faculty with nine month appointments".
Thomas Jefferson University		x	
Tulane University		x	
University of Arizona		x	interested in developing policy
University of Arkansas for Medical Sciences		x	interested in developing policy
University of Connecticut		x	bylaws stipulates only full-time faculty can hold tenure

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University of Minnesota		x	a feature the medical school would very much like to have in tenure code
University of Ottawa		x	
University of Pennsylvania		x	FT tracks can reduce duties for a maximum of 6 years. Visit www.upenn.edu/assoc-provost/handbook under Leaves of Absence II.E.2
University of Southern California		x	
University of Texas - M. D. Anderson		x	
University of Toledo		x	part-time can apply for promotion but not tenure. Only full-time can be awarded tenure.
University of Utah		x	interested in exploring
Washington University School of Medicine		x	must be full-time to attain or maintain tenure but this doesn't apply to short-term leaves of absence or part-time status related to short-term life circumstances (eg, child bearing, raising, etc.

May want to speak with Gloria Thomas at the American Council on Education. She was the associate Project Director for the Sloan funded project, Creating Options: Models for Flexible Faculty Career Pathways. This project worked with universities across the country to create flexible career policies and programs for tenured and tenure-track faculty to improve faculty recruitment and retention, esp. for women

ACE is preparing a proposal to learn more about the culture, policies and practices in place at medical schools. If funded, about one year will be spent gathering information, conducting focus groups, and learning about the needs of medical schools before they are able to offer awards