

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

Query: Appointments at senior rank for faculty who have previously held senior rank elsewhere:

*Question from Mary Casey Jacob, University of Connecticut School of Medicine
(Jacob@nso1.uhc.edu):*

1. When you hire a paid school of medicine faculty member who has previously been granted senior rank elsewhere (based on traditional academic qualifications), how do you handle the initial faculty appointment and granting of senior rank?

Currently at UCONN we would expect to grant senior rank but it is done via a full hearing before the Senior Appointments and Promotions Committee, it is not guaranteed and it is not automatic.

2. When you grant a faculty appointment to a volunteer faculty member who has held senior rank elsewhere (perhaps only as a volunteer, perhaps as a paid faculty member), do you grant the senior rank, and what is the process?

We are questioning our process at UCONN. Traditionally we have granted senior rank to volunteer faculty only for their contributions to OUR academic mission. That means all new appointments have been at the Assistant Clinical Professor level. How do you handle it?

Responses:

From Kevin Grigsby, Penn State (rgrigsby@hmc.psu.edu):

At Penn State College of Medicine, we honor the appointment at the senior rank and appoint paid faculty at the rank they held at the time of hire. For non-remunerated faculty, we do the same, but the appointments are modified with a prefix (teaching only) or suffix (teaching + scholarship). Therefore, a person who left another school as a Professor of Medicine would be appointed as a Clinical Professor of Medicine or as a Professor of Clinical Medicine, depending on the level of demonstrated scholarship in the past.

From Lois Geist, UIowa (lois-geist@uiowa.edu):

We bring them in at the same rank and make some determination related to tenure. It depends to some degree on whether we feel the place they are coming from is a peer institution – loosely defined. The appointment is handled as would any other appointment.

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From Glenda Cooper, UAMS (cooperglendaj@uams.edu):

1. All new hires requested at the rank of Associate Professor or Professor are reviewed and voted upon by the P&T Committee. If the committee does not approve, the chair can appeal to the Dean who can over turn the committee vote.
2. Same as #1, only with Adjunct title. Individuals are evaluated based upon their credentials, not strictly on what they will do voluntarily for our organization. They can be appointment to Adjunct Clinical/Research Associate Professor or Adjunct Clinical/Research Professor.

From Judy Ockene, UMass (Judith.ockene@umassmed.edu):

We do a similar process, that is, full application with letters, CV, etc. to the Department PAC, then the UMASS PAC.

For item 2, we grant at level appropriate to their CV.

From Paula Trief, SUNY Upstate (triefp@upstate.edu):

At SUNY Upstate, we do the same. However, for voluntary faculty in my dept. (psychiatry) we have instituted the requirement that all new, junior voluntary faculty be appointed at the Clinical Instructor level so that we can be assured that they will actually contribute to the dept.'s missions before granting them Clinical Assistant Prof. status.

From Leslie Schneier, Mount Sinai (leslie.schneier@mssm.edu):

Senior applicants all go through our institutional A & P committee; as at UConn, nothing is guaranteed or automatic.

Voluntary appointments at senior ranks (Associate Clinical Professor and Professor) also require review and approval by our A & P Committee. Appointment at senior levels is based on clinical/educational/research accomplishments. Voluntary appointees are expected to contribute time to our teaching programs and/or school committees and/or clinic service, etc.