

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

**Query: Tenure and post tenure policies**

*Question from Latha Chandran, Stony Brook ([lchandran@sunysb.edu](mailto:lchandran@sunysb.edu)):*

Does your institution have a 7 year tenure or out policy? a policy to stop the tenure clock? a policy for post tenure reviews?  
Where can I get more info reg these?

**Responses:**

*From Paula Trief, SUNY Upstate ([triefp@upstate.edu](mailto:triefp@upstate.edu)):*

WE just a few days ago sent out a new document that proposes guidelines for stopping the tenure clock. We are governed by SUNY and a union contract, so we can't make our own policies. But, SUNY does have two mechanisms by which the clock can be stopped, either putting someone on part-time (i.e. 99%) or moving them to a non-tenure track, then later reinstating them. This has been done inconsistently and without transparency over past years. Thus, the need for guidelines that the Dean can follow and processes known to all faculty. However, these are just guidelines, the final decision is the Dean's.

If someone is in clinical dept., and won't achieve tenure, they are usually just moved to a non-tenure line, no one wants them to leave the institution.

However, for PhDs in basic sciences, it is a 7 years and you're out process.

Also, since we are legally bound to give them 1 year's notice, they actually come up for tenure during the middle of their 6th year, which means they are showing us 5 years of work. Not a great system, I think.

We do not have post-tenure review. It has been discussed, but there's no current push to develop this.

*From Lois Geist, UIowa ([lois-geist@uiowa.edu](mailto:lois-geist@uiowa.edu)):*

We recently changed our clock to an 8 year time frame for people with clinical responsibilities. The rest have a 6 year clock, with up or out for both at the end of their clocks. We do have options to stop the clock as well as post tenure review policy.

I have provided links to all of the above. Let me know if I can provide any additional information.

<http://www.medicine.uiowa.edu/faculty/facultyaffairs/Promotions/index.html> - promotion documents live here

**Post Tenure Review**

**10.7 PEER REVIEW OF TENURED FULL PROFESSORS.**

Each academic unit is charged with developing and implementing a plan for peer review of each tenured full professor in the unit. Such peer review should be done periodically, at least once every five years. The review should address the quality

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of the faculty member's performance in the areas of teaching, scholarship, and service and should result in recommendations that help to enhance that performance.

The plan is to include: 1) selection of the peer review committee; 2) committee procedures and timelines; 3) materials to be reviewed; 4) distribution and use of the committee's written report; and 5) mechanisms for the faculty member to respond. Policy adopted by the Faculty Senate on April 11, 1989

<http://www.uiowa.edu/~our/opmanual/iii/10.htm#101> This will take you to the appointment document that includes the clock issues and the question of extensions (10.1 (4) a-e)

*From Herbert Herscowitz, Georgetown ([herscowh@georgetown.edu](mailto:herscowh@georgetown.edu)):*

Georgetown University does have a 7-year tenure or out policy and a policy to stop the tenure clock but, does not have a policy for post-tenure review that has consequence although all faculty are reviewed annually. The policies for the former can be found in the Faculty Handbook at the following URL:

<http://www1.georgetown.edu/facultyhandbook/>

*From Sarah Bunton, AAMC ([sbunton@aamc.org](mailto:sbunton@aamc.org)):*

Information about several of your questions can be found using the AAMC's faculty personnel policies reporting tool, available on the 'Resources' page of the Faculty Affairs website.

The direct link for the reporting tool is:

[www.aamc.org/facultypersonnelpolicies](http://www.aamc.org/facultypersonnelpolicies)

The most recent data there are from 2005, though we will be updating the reporting tool with 2008 data after our survey this coming summer.

Using that tool, institutions reported the following in 2005:

1. When a basic science faculty member does not receive tenure at the end of the probationary period, the faculty member:  
is terminated or given a terminal contract at 71/119 institutions, may be continued on a renewable appointment basis, but is ineligible for tenure in the future at 21/119 institutions, or may be continued on a renewable appointment basis and may be reevaluated for tenure in the future at 21/119 institutions.
2. When a clinical faculty member does not receive tenure at the end of the probationary period, the faculty member:  
is terminated or given a terminal contract at 51/113 institutions, may be continued on a renewable appointment basis, but is ineligible for tenure in the future at 36/113 institutions, or may be continued on a renewable appointment basis and may be reevaluated for tenure in the future at 20/113 institutions.

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3. Also, 82 of the 119 medical schools offering tenure indicated that they have stop-the-clock policies.

Information about which institutions those are, the specific reasons for which faculty members can stop the clock, and how many times and for how many total years the clock can be stopped can be found on the personnel policies reporting tool website referenced above.

As policy-related questions come up in your work, please feel free to access this tool, which can provide answers on topics such as:

- \* probationary period length
- \* tenure clock-stopping policies
- \* part-time tenure policies
- \* track transfers
- \* financial guarantee of tenure

You may also be interested in the AAMC Institutional Policies Search tool, which searches the faculty and institutional policies on the websites of more than 100 U.S. medical schools and their parent universities using Google technology. This tool can be used to find specific policies such as faculty handbooks, bylaws, tenure and promotion guidelines; and faculty track descriptions, for example.

[www.aamc.org/policysearch](http://www.aamc.org/policysearch)

*From Dona Harris, Mercer ([harris\\_d@mercero.edu](mailto:harris_d@mercero.edu)):*

Yes, Mercer has in its P and T guidelines for those on the tenure track an up and out policy. We do not have a stop the tenure clock policy. We also have an annual review of all faculty with a Professional Development Plan (PDP). Our dean has requested that we prepare a more thorough post advancement review for all academic faculty (including those full time not in the tenure track). A committee is currently putting the finishing touches on it. We will also include a peer review process on issues of professionalism. Laura Schweitzer's model in Louisville (published in Academic Medicine) is an important resource.

*From Center for Faculty Development, Massachusetts General Hospital ([cfid@partners.org](mailto:cfid@partners.org)):*

<http://www.hms.harvard.edu/fa/handbook/purplebook/index.html>

rules are here

only PRECLINICAL faculty have a clock-- it is 11 years after reaching assistant prof (and may be extended with maternity leave) see HMS website