

**Faculty Council Meeting
Minutes
January 23, 2003, 5 PM, R1-106**

Present:

Michael Clare-Salzler (President), Shae Kosch (President Elect), Satya Kalra (Past President), Richard Condit (Secretary, Molecular Genetics), Donna Duckworth (Treasurer), Timothy E. Morey (Anesthesiology), Jorg Bungert (Biochemistry), Sue McGorray (Biostatistics), Manfred Diehl (Health Policy), Jim Hill (Medicine), Robin Gilmore (Neurology), Lucia Notterpek (Neuroscience), Daylene Ripley (OB/GYN), Clay Smith (Ophthalmology), Savita Collins (Otolaryngology), Vonda Douglas (Pathology), Sally Chesrown (Pediatrics), Hideko Kasahara (Physiology), Charles Bush (Radiology), Wayne D. Bottom (Physician Assistant Program)

I. COM Faculty Research Day (April 11, 2003)

Volunteers are needed to judge posters during the COM Faculty Research Day. Any interested faculty may contact Rich Condit by return email, and their names will be forwarded to the research day committee. Otherwise, plans for research day are progressing smoothly.

II. Promotion and Tenure - Dean Tisher

Dean Tisher was invited to address the Faculty Council in order to provide perspective on the current processes for promotion and tenure and any plans to review or update those procedures.

Dean Tisher has reviewed the current guidelines for tenure and promotion that were generated from the Dean's office several years ago. Dr. Tisher emphasized the basic criteria for tenure and/or promotion consists of a candidate having strength in at least two of four areas (Research, Education, Academic Service and Clinical, for faculty with clinical responsibilities) and at least a satisfactory record in the other two. The current written criteria are deliberately general and nonspecific in most areas, providing flexibility in a situation of a tenure package presented by a talented and promising faculty member who might not meet more stringent guidelines. However, the broad, rather undefined nature of the current guidelines have also presented a problem in clarifying for Chairs and faculty members what a candidate specifically needs to be supported for tenure and/or promotion.

Dean Tisher believes that qualifications for promotion and tenure on the tenure track should be rigorous. Furthermore, he states that there should be an understanding that academic faculty (on both the tenure track and non-tenure track) are here to create new knowledge. The contributions to knowledge could be in the form of basic research, clinical research, or some other writing or publications, including case reports or reviews.

Dean Tisher would be comfortable with more detailed guidelines. He intends to appoint a committee to compare UF guidelines with other institutions and draft new guidelines for promotion and tenure for the UF College of Medicine. The committee should be in place by the beginning of February and should complete their task by mid-June, 2003. He will ask for volunteers and nominations for the committee in the near future.

In response to questions, the following issues were discussed.

At the University level, a proposal is being considered to extend by one year the time between initial employment and a tenure decision. Coupled with this proposal is a proposal to institute a formal review at three years of employment using a promotion-like package and to be reviewed by the faculty member's Chair and Dean. Dr. Tisher would like to see this review process implemented in the College of Medicine regardless of the final UF policy.

In response to questions about switching between tenure and non-tenure status, Dean Tisher noted that there is a lot of flexibility in switching from a tenure to a non-tenure status, but that switching from a non-tenure to a tenure line would be rare. A number of faculty have switched from a tenure to a non-tenure line, often at the time of a tenure and promotion review when their packet does not appear to be competitive and would likely be denied at some level. This switch can definitely occur prior to a packet leaving the COM. Dean Tisher believes that if a packet has proceeded beyond the College and been denied at the University level, the candidate cannot switch at that point. In terms of switching from a non-tenure to a tenure-accruing line, Dean Tisher will clarify the situation with the Provost, but believes that the tenure clock would start at the time of the switch.

In response to questions about the possibility of 'grand parenting' the existing faculty into any new changes in the system, Dr. Tisher stated that with respect to the University's proposal for extending time to tenure, existing faculty would be able to choose whether they wish to use the old or the new system. With respect to any anticipated changes in the COM tenure and promotion policy, Dr. Tisher does not at this time anticipate any provision for 'grandparenting' existing faculty into the changes, and noted that he believes that there have been very few problems.

Several faculty council representatives from some of the clinical departments expressed concern about more rigorous requirements for tenure and promotion. The concerns include a belief that this situation may result in a low number of tenured faculty relative to non-tenure track faculty. This may create a dearth of faculty to assume higher-level departmental administrative positions and affect departmental long-term stability. This situation should be considered in formulating tenure and promotion policy, and Chairs should be informed about the necessity of offering sufficient protected time for scholarly activity to some faculty members.

There was also concern that many faculty in clinical departments are granted insufficient protected time for scholarly activity and Chairs should be informed about the necessity of offering sufficient protected to some faculty members. While acknowledging this issue and the role of mentoring in allocating time appropriately, Dr. Tisher also emphasized that faculty must assume personal responsibility for time management and also be willing to put in the extra effort required for scholarly activity.

Respectfully submitted,

Richard Condit
Secretary

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