

COLLEGE OF MEDICINE PROPOSAL:

INCREASE THE MAXIMUM TENURE PROBATIONARY PERIOD TO TEN YEARS

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Rationale – External Forces

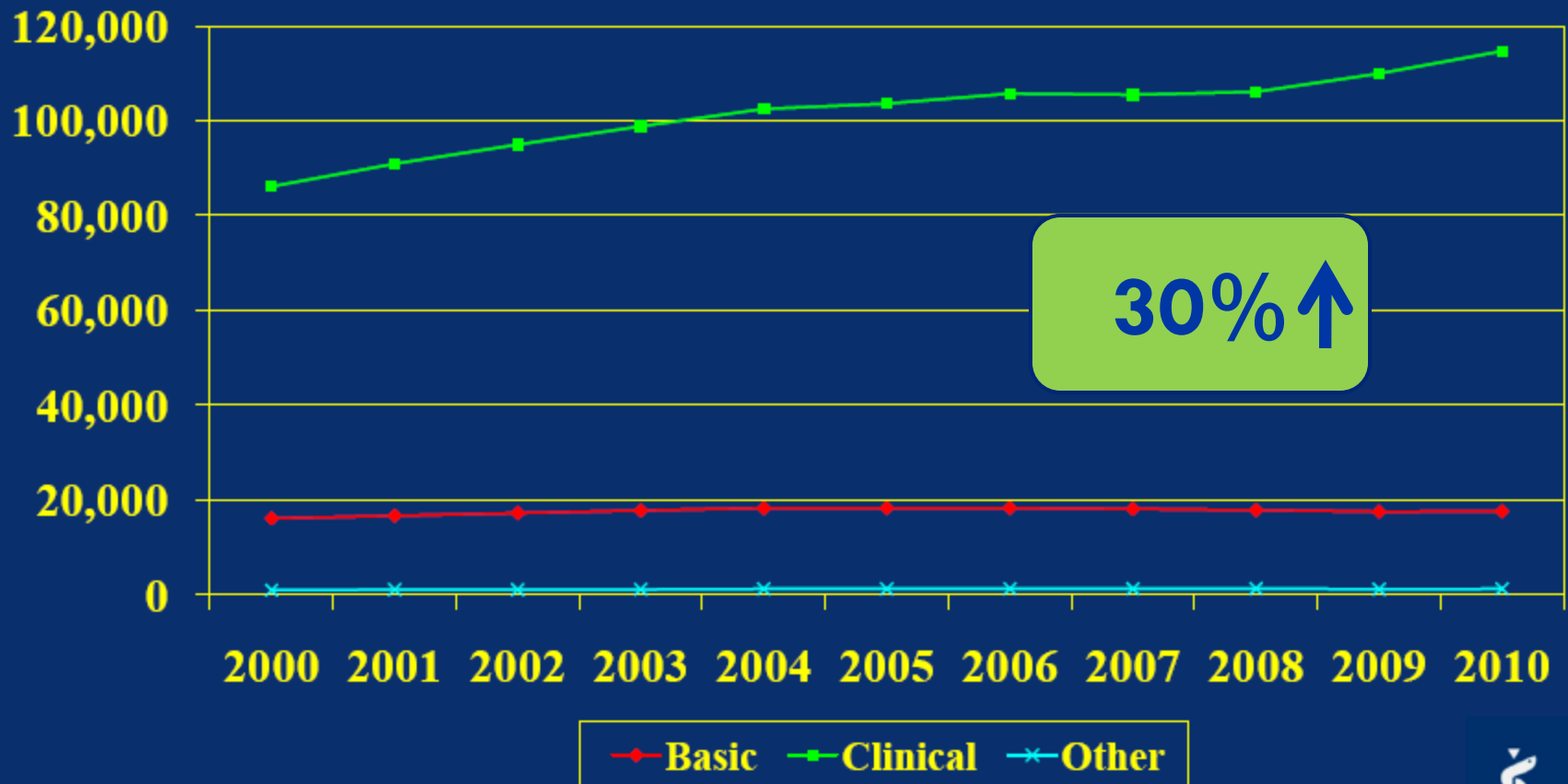
- Physician Scientists
 - ▣ Increasing clinical demands
 - ▣ Less time to pursue research and scholarly activities
- Changes in funding opportunities
 - ▣ NIH pay line R01 range: 10th to 19th percentile
 - ▣ Average age of first R01:
 - 42 for PhDs
 - 44 for MDs

Additional Considerations

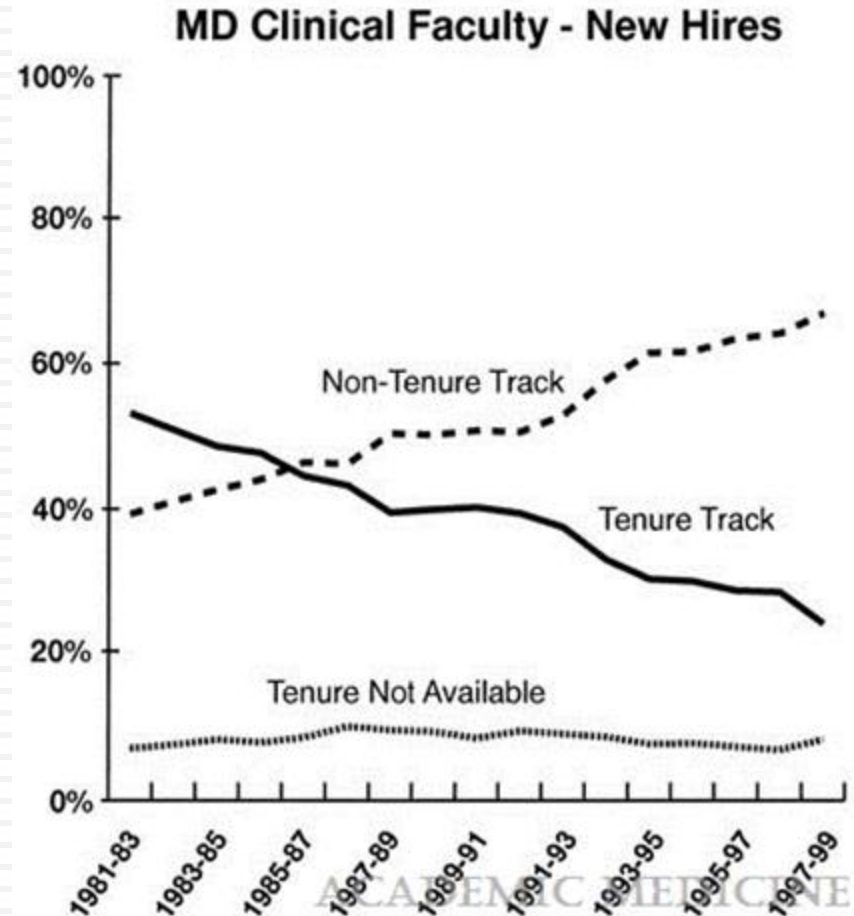
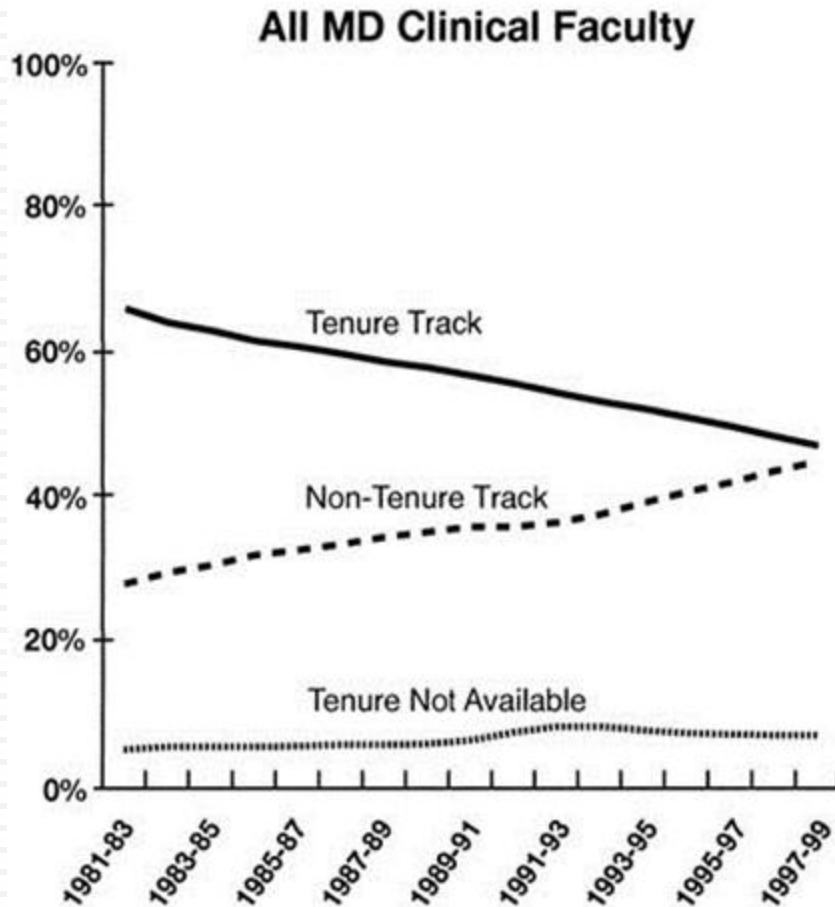
- Team science
 - Collaborations are necessary and desirable for establishing effective multidisciplinary research efforts
 - Clinical trials take longer to develop, complete, and publish
 - Individual contribution to the team take longer to establish and to demonstrate standards for advancement

U.S. Medical School Faculty by Department 2000–2010

AAMC Faculty Roster



National Trends (1981-99)



UF COM Faculty (August 2011)

	GNV	JAX
Tenured	303 (29%)	41 (11%)
Tenure-Accruing	145 (13%)	8 (2%)
<i>Non-Tenure-Accruing</i>	<i>620 (58%)</i>	<i>317 (87%)</i>
Clinical Track	421	127
Other (Research, Lecturer, Scientist, etc.)	199	
Total	1068	366
67% of combined faculty - non-tenure tracks		

New Hires: Oct 2010-Aug 2011



- 26 of 139 (19%) new faculty hired in tenure-accruing positions

P and T Task Force

- Comprehensive review of COM P and T Policy
- Goal: to define consistent standards for advancement for all faculty
- Recognition of forces affecting those on the tenure track suggested need to
 - ▣ Provide additional “exceptions” to extend the current seven year “clock”

Or

- ▣ Change the maximum probationary period for the College

Context

- National conversation about academic faculty within Medical Schools, given demands of clinical effort and decreasing opportunities for research/scholarship
- Most centers are also addressing definition and timing of tenure for faculty
- Informal survey of 50 Colleges of Medicine, fall 2011
 - NOT a comprehensive, formal assessment of all 133 US Medical Schools

Schools with Longer TPPs

- Thomas Jefferson – 20 years
- NYU – 10 years
- Drexel – 10 years
- Washington University – 10 years
- UAB – 10 years
- Maryland – 9 years
- North Texas – 9 years
- Northwestern – 9 years
- Johns Hopkins – 9 years
- University of Texas HSC Houston – 9 years
- Wake Forest – 9 years (2011)
- University of Minnesota (clinical) – 9 years/ 6 yrs basic science
- University of California Systems – 8 years
- Indiana University – 8 years
- University of Massachusetts – 8 years
- University of Michigan - 8 years (considering 10 yrs)

Schools with shorter tenure probationary periods

□ Six years:

- Minnesota
- Uniformed Services
- Georgetown
- Illinois
- Medical Coll of Wisconsin
- U N Mexico
- U N Dakota
- U Arizona
- U Pennsylvania
- LSU Shreveport

□ Five years:

- E. Tennessee State
- Texas A&M
- W. Virginia
- George Washington

No tenure offered

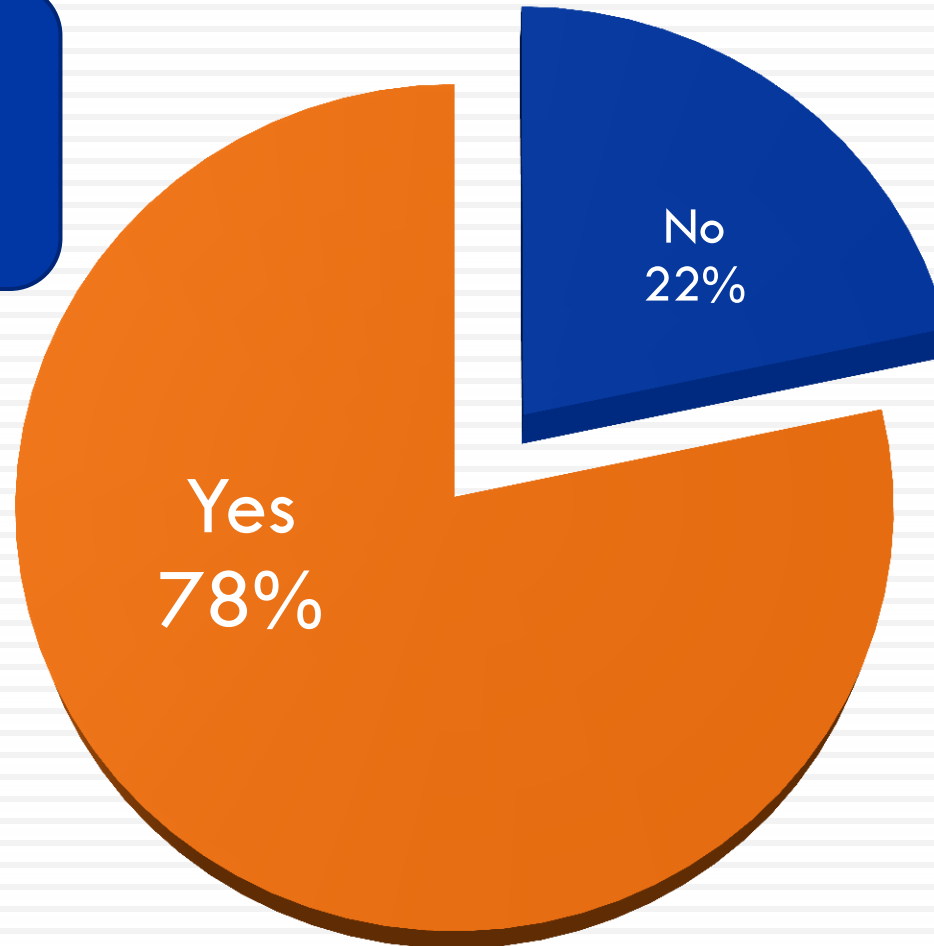


- Seven schools, per AAMC reports, including--
- Boston University

College Vote: October 2011

312 tenured

240 (76%) Voted



Potential Concerns

- ***Impact of “delayed advancement”***
 - ▣ Adhere to UF policy of “tenure when ready”
 - ▣ Department will set expectations and monitor progress
 - ▣ Anticipate average time to tenure will still be at 7 years
- ***One mid-cycle review will be inadequate***
 - ▣ Annual evaluations required
 - ▣ New P&T Guidelines recommend two reviews
 - End of 3rd and end of 6th year
 - Determine no later than end of 7th year if faculty member is on track

Potential Concerns

- ***Faculty would be recruited to other institutions with an offer of tenure before 10 years***
 - ▣ 10 years is the maximum, not the norm
 - ▣ In some cases, promotion may be recommended before tenure if accomplishments meet department and college criteria for promotion
- ***Departments would be required to commit salary support for additional years***
 - ▣ Departments should establish the duration and expectation of support at the time of hire

Implementation and Monitoring

- COM proposes a **transition period of 2 years** in which a faculty member may elect the “old” or “new” tenure probationary period
- **Educational programs** will be implemented to instruct faculty, chairs and administrators of the changes
- **Evaluation** of the impact on faculty advancement and time to promotion and tenure will be monitored prospectively.