COLLEGE OF MEDICINE PROPOSAL:

INCREASE THE MAXIMUM TENURE PROBATIONARY PERIOD TO TEN YEARS

Marian Limacher, MD
Senior Associate Dean for Faculty Affairs and Professional Development
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: 10\textsuperscript{th} to 19\textsuperscript{th} percentile
  - Average age of first R01:
    - 42 for PhDs
    - 44 for MDs
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
National Trends (1981-99)
UF COM Faculty (August 2011)

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

Yes 78%
No 22%
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 3\textsuperscript{rd} and end of 6\textsuperscript{th} year
    - Determine no later than end of 7\textsuperscript{th} 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
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.