

Resolution to Establish Multi-Year Contracts For Clinical Medicine Faculty

Faculty Senate

Professional Relations Committee

May 14, 2012

Whereas providing for multi-year contracts for Clinical Faculty would provide more stability for faculty in clinical medicine,

Whereas providing multi-year contracts would help with recruiting of high quality clinical faculty,

Be it resolved that the language in the Faculty Handbook Section II.C.3.e be amended to

II.C.3. e. Clinical Medicine Track Medical Faculty consists of physician faculty members who hold medical faculty teaching contracts with the Heritage College of Osteopathic Medicine (HCOM) and who practice medicine in University Medical Associates or another practice formally affiliated with the college.

1. Clinical Medicine faculty are primarily hired to mentor/teach student physicians/Physician Residents and provide medical services at OU HCOM and/or OU HCOM affiliated healthcare facilities.
2. Clinical Medicine faculty may hold the rank
 - a. Assistant Clinical Professor
 - b. Associate Clinical Professor
 - c. Clinical Professor

Physicians hired at OU-HCOM in the clinical faculty track will normally be hired at a rank of Assistant Clinical Professor, but rank may be negotiated at the time of hire depending on qualifications and experience.

3. Normatively, the initial contract for Clinical Medicine faculty will be a 12-month, renewable contract for a term of one year. After an initial three years of satisfactory service, he/she will receive a contract for a term of three years, with subsequent contracts to be renewable for 5-year terms based on successful evaluations and continued need of OU-HCOM. However, the length of the initial and subsequent contracts can be negotiated based on qualifications, experience and need of the faculty member and OU-HCOM.
4. Clinical Medicine Faculty must be evaluated annually by the department Chair based on OU-HCOM guidelines with more extensive reviews performed in the last year of multi-

year contracts. Extensive reviews will be completed by a departmental committee with input from Chairs, and then sent on to the Dean for action of renewal or non-renewal.

5. Clinical Medicine Faculty may be promoted (without tenure) to Assistant Professor of Clinical Medicine, Associate Professor of Clinical Medicine, and Professor of Clinical Medicine as appropriate.
 - a. An individual is usually expected to spend a minimum of six years in the rank of Assistant Professor before being considered for promotion to Associate.
 - b. An individual is usually expected to spend a minimum of five years in the rank of Associate Professor before being considered for promotion to Professor.
6. Clinical Medicine Faculty members may be employed on the basis of full-time or part-time appointments.
7. Clinical Medicine Faculty members may negotiate a shift from a full-time to a part-time appointment, or from a part-time to a full-time appointment without loss of rank.
8. Percentage distribution of scholarship, teaching, and service responsibilities are negotiated with the department chair at the time of hire in the letter of offer and annually as appropriate to meet the needs of OU-HCOM.
9. Faculty holding a Clinical Medicine Track position are eligible to apply for tenure track positions when they become available. The criteria for rank determination in the Clinical Medicine Track and the Tenure Track differ. Hence, a faculty member's rank in the Clinical Medicine Track is not necessarily transferable to the Tenure Track.
10. Tenure Track faculty are permitted to petition for a one time transfer to a Clinical Medicine Track position no later than the end of their third year. In order to make a transfer, interested faculty need to demonstrate that they are good candidates for a Clinical Faculty position. A petition to transfer must originate with the faculty member and be approved by the Department Chair, the Dean, the Provost, and the Department's Promotion and Tenure Committee. In the event of a non-approval, a faculty member has a right to appeal. The appeal process parallels the process for grievance appeal as outlined in II.G of the Faculty Handbook. Once a transfer is completed, the faculty member is not eligible to transfer back to a Tenure Track position.