



## College of Health Professions

for your information - news for faculty and staff

### For Your Information – August 3, 2017

#### **New promotion and tenure guidelines approved** –

Over the past few years, College of Health Professions faculty members have participated in the review and revision of the promotion and tenure guidelines. Many opportunities were provided for faculty members to review drafts of the revisions, ask questions, and give suggestions for improvements. As it turns out, the revision turned into a re-write that was finalized this spring. Faculty voted in May to approve the new guidelines, which were sent to the chancellor and president for review and approval. On July 20, University of Arkansas System President Donald Bobbitt approved the guidelines.

What do the new guidelines mean for faculty?

1. The new 2017 guidelines increase expectations for scholarly achievement, especially at the associate professor and professor ranks.
2. Collegiality has been added as a consideration in awarding promotion and/or tenure.
3. The 2002 guidelines had different criteria for faculty in graduate or undergraduate programs. Criteria in the 2017 guidelines are the same for both.
4. Faculty members who were first employed before July 20 will have the option of applying for promotion and tenure under the 2002 guidelines or the 2017 guidelines. Faculty members are advised to consult with their direct supervisors about which guidelines might be preferred.
5. The 2017 guidelines will apply to all faculty after June 30, 2021, regardless of when the faculty member was first employed at UAMS.
6. This is a big change – Under the 2017 guidelines, a faculty member's "tenure clock" starts when the faculty member is first appointed to the tenure track. Under the 2002 guidelines, the tenure clock started when the faculty member was first employed as an assistant (or above) professor, regardless of whether the initial appointment was on the non-tenure track of tenure track. In practical terms, let's say that an assistant professor on the non-tenure track requests to switch to the tenure track during her third year in the college. With the new guidelines, her

#### **Timely Matters**

For College of Health Professions **Dates to Remember**, bookmark <http://healthprofessions.uams.edu/faculty-and-staff/dates-to-remember/>

**August 4** – End of Summer semester; submit grades for all other students to University Registrar

**August 4** – Deadline for Faculty Excellence Award nominations

**August 5** – August graduation; degrees awarded, no ceremony

**August 9** – College of Health Professions Executive Committee Planning Retreat, 11:30-4:30; Wildwood Park for the Arts

**August 14** – New Student Academic Convocation, 8:30 am, Jack T. Stephens Spine Institute, Fred Smith Auditorium

**August 14** – New Student Orientation; locations and times vary by department

**August 15** – College committee appointments for 2017-2018 begin

**August 16** – Regular registration for fall semester ends; began July 24

**August 17** – First day of fall semester classes

**August 17** – Deadline for uploading faculty workloads for fall semester to SharePoint site

tenure probation period starts at the time of the switch and she will have up to 6 years to apply for tenure. Under the old guidelines, her probation period started when she was first appointed as a non-tenure track assistant professor. This provision may afford some faculty members a little extra time to qualify for tenure than in the past.

For more information on appointment, promotion, and tenure guidelines, check out the new [Promotion and Tenure page](#) on the college's website.

**August 17** – Deadline for posting course syllabi for fall semester to SharePoint site

**August 17** – UAMS Resources Fair for new faculty; I.Dodd Wilson Education Building, 2<sup>nd</sup> floor



is produced by the Office of the Dean of the College of Health Professions for faculty and staff members of the college. Submit FYI items to Deborah Taylor at [TaylorDeborahC@uams.edu](mailto:TaylorDeborahC@uams.edu).