

Time/ Location	10-11am 1507 Setnor	Handouts	Standards and Criteria for Appointment, Rank, Promotion and Tenure Policy rough draft
Attendees	Ann Botash, JoAnne Race, Stacy Mehlek, Paul Massa, Steve Taffet, Steve Grassl, James Megna, Joe Stein, Christopher Morley, Lynn Cleary, Rich Veenstra		

AGENDA ITEM	Discussion of Standards and Criteria for Appointment, Rank, Promotion and Tenure Policy rough draft
DISCUSSION	<p><u>Policy content.</u> Discussion regarding plan for integrating standards document and appendix A to organize and remove repetitive language to make it easier for faculty to find information. Question whether to keep tenure in or structure into separate policy. Group is in agreement to consolidate into one policy, including tenure. Add a sentence or paragraph explaining tenure eligibility.</p> <p><u>Additional department-level criteria.</u> Any additional department criteria are additive to the COM requirements and will not be described in this policy. The FAFD office collects department specific criteria and gives approval. Want to be sure there is no interpretation confusion, or any criteria that may limit promotions at dept level.</p> <p><u>COM Appointment & Academic Rank Eligibility.</u> Discussion of COM Appointment & Academic Rank Eligibility graphic. Note: discussion of experience from COMFAPC, that usually VA, Crouse, St. Joes affiliates go through voluntary pathway. Other affiliates are considered 'us or SUNY' even if position is funded by other than SUNY or RF source. COMFAPC application packet does not indicate position funding source or identify packet in any specific way. Titles are for HR purposes and not necessarily helpful. This graphic would be useful to Dept Chairs and individual faculty (at a minimum, upon hire). This graphic will not be included in policy, but will be available on the FAFD website. Suggestions to make minor changes.</p> <p><u>External letters.</u> Discussion of exception to external letters, for hospital-based specialties: hospitalist, pathology, emergency medicine, anesthesiology. Historic exemption for these specialties due to lack of access for faculty to independent evaluators or collaborators. Note: term 'geographic full time faculty' or clinician educator track may describe 'less academic' faculty positions. Shifting academic, service to discipline, and professional development opportunities now makes this less pertinent. Lack of letters in file has hampered future promotion for some. Will maintain this exception for now, but will start process to engage chairs and division chiefs within these specialties to potentially eliminate the exception. Will present this to chairs at a future meeting of chairs.</p> <p>Other letter related examples discussed included omission of negative letters, and external letters that are not really from external source.</p>

	<p><u>Definition of Scholarship.</u> Would like to include definition of scholarship, ie national definition, Boyer's model in policy. Assign person to draft this and group will review and give input.</p>		
ACTION ITEM	ITEM	PERSON RESPONSIBLE	DUE DATE
	Add sentence or paragraph regarding eligibility for tenure. Such as only faculty who are on a state tenure designated line are eligible for tenure.	Ann Botash	soonest
	COM Appointment and Academic Rank Eligibility graphic suggested changes: Re-structuring or combining RF/State professional employees versus affiliate boxes.	Ann Botash	soonest
	External letter review process.	Ann Botash	over 2019
	Make draft definition of scholarship, possibly starting with national definition and/or Boyer's model.	Chris Morley	soonest