JABSOM Tenure Eligible Proposal Introduction

We would like to thank the Manoa Faculty Senate for their time and effort in reviewing the JABSOM Tenure Eligible Proposal. This proposal was developed and has been approved by the JABSOM Faculty Senate and the JABSOM General Faculty. This proposal will solely apply to JABSOM and not to other units at UH. The tenure model being proposed is similar to tenure models currently used at most medical schools in the U.S. The purpose of this proposal is to retain junior faculty and recruit new faculty to JABSOM. Our plan is to leverage retiring tenured faculty member G-funding to such that one position could be used to retain/recruit two new faculty members. In reality, this process could generate about 4-6 new faculty/year over the next decade.

The JABSOM faculty is composed of 274 faculty members: 182 clinicians and 93 Ph.D.s; 54 are tenured, and 30 are tenure track. Most of the faculty are in the I-series (Instructor) classification. The R-series (Researcher) classification is used for junior investigators funded by grants/contracts and represent non-tenure track appointments. The M-series (Medicine) classification has historically been infrequently used as the M-series promotion criteria for faculty members with a heavy clinical teaching responsibility were only recently developed, and the S-series (Specialist) classification is rarely used. The faculty at JABSOM are involved in teaching undergraduate, graduate, medical students, and medical residents/fellows.

The faculty members must demonstrate clear regional/national (associate) and national/international (full professor) peer-recognition through their teaching, scholarship, and service for promotion. Tenure requires evidence that such recognition can be sustained and significant ongoing or promise of service to the Discipline, School, Campus, University and/or Community. Whether the faculty member is in a clinical department or a nonclinical (basic science or allied health) department, promotion and tenure are dependent on demonstrating achievements in a composite of missions. Further, it is a reality that at JABSOM and other U.S. medical schools, a faculty member's balance of mission responsibilities may change from year-to-year depending upon revenue stream demands, departmental and JABSOM service needs, and faculty member interests. Teaching responsibilities are assigned in keeping with the School’s Faculty Teaching Workload Policy that permits faculty members to “buy-out” of teaching obligations, provided they generate support for their position through other mechanisms (e.g., salary support on grants).

At JABSOM, tenure and promotion are based on the UH guidelines, and the current guidelines are consistent with guidelines at medical schools throughout the country. The expectations for tenure are independent of the tenure commitment model used at JABSOM. The goal of tenure is to recognize academic excellence, national/international peer recognition as a scholar in a specific field of knowledge, and (past/future) contributions to the institution. The academic rights associated with tenure would not change with the proposed tenure modification other than the commitment to salary support would be limited to 0.5 the base salary of the tenured faculty member who is hired under the proposed tenure modification.

At the time of tenure application, the faculty member under the proposed tenure modification would be a 1.0 FTE with 50% of the base salary guaranteed by the University. The other 50% of the base salary would be from funds the faculty member and associated department would receive for teaching (tuition dollars), research (grants/contracts), administrative duties, and clinical services. Should the faculty member cease to contribute fully to the department’s missions, the faculty member’s overall FTE may be reduced. The overall FTE must be at 0.5 FTE or greater as long as the faculty member meets post-tenure review criteria.