The following summary incorporates the proposal to UHPA and additional input provided to the JABSOM faculty senate. The final form of a tenure modification will require negotiation between UH and UHPA.

"In order to increase the number of tenurable positions in the School of Medicine, a proposal has been put forward to divide 1.0 FTE G-funded positions into two 0.5 FTE G-funded positions with the remainder of each faculty member's FTE being covered by other revenue streams as outlined below. If codified by UHPA and UH administrators, these modified positions would be considered tenurable with each position guaranteed at 0.5 of the base salary, with the following caveats.

The other revenue streams coming to the department that would be used to provide additional compensation will include (a) direct salary support on grants, (b) indirect support coming to the department from grants, (c) tuition dollars coming to department for teaching faculty support, (d) contract or practice dollars coming to department, (e) philanthropic endowments, and (f) other potential revenue streams not yet identified.

The caveats are as follows:

1) All current faculty members whose letter of appointment places them in a tenurable position upon hire would be subject to the existing tenure commitment for full salary as stated for a full-time faculty member at the time of hire

2) All tenured positions would remain as they are, but a faculty member may opt to reduce their FTE in G-funding to 0.5 FTE (with the support of their Chair) in order to create a second tenure-eligible position. Upon such a conversion, the original position (and second newly created position) would be subject to the new tenure model

3) All future positions (upon codification of the proposal with UHPA and UH administration) would follow the new tenure proposal, provided that future positions were offered as tenurable with at least 0.5 FTE of G-funding

Note that #2 may be attractive to some faculty members who wish to help their department recruit into their discipline and for whom the department chair can commit to continued full-time employment at the current base salary for a 2-year period."

I support this Proposal:  Yea ____________  Nay ____________