

Proposed Changes
to the UVM College of Medicine Faculty Handbook
Put forward for a vote of the faculty on January 29, 2015

PART THREE – Faculty Appointments, Reappointments
SECTION 2 Faculty Appointments.
2. Full Time Renewable Appointments

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A faculty member shall be initially appointed to a Tenure Pathway, a Research Scholar Pathway, **Faculty Scientist Pathway**, an Education Scholar Pathway, a Clinical Scholar Pathway, a Clinical Practice Physician Pathway or a Volunteer Pathway position.

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2. Full Time Renewable Appointments

In the case of renewable faculty appointments there are **five** potential pathways with differing areas of emphasis for activities of faculty member. These are Research Scholar Pathway, **Faculty Scientist Pathway**, Clinical Scholar Pathway, Education Scholar Pathway, and Clinical Practice Physician Pathway.

a. Research Scholar Pathway

The Faculty Titles are Assistant Professor, Associate Professor and Professor.

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Delete the following:

~~A *Research Associate* is initially appointed for one year by the Chair with the prior approval of the Dean and Provost and may be reappointed for additional one-year terms by the Chair with the prior approval of the Dean, provided the appointments and reappointments of faculty who hold salaried positions are contingent upon the availability of restricted funding. Appointment requires that the individual hold a graduate degree in his/her field except under extremely unusual circumstances as resolved by the Dean in consultation with the Chair. Reappointment requires the candidate meet all applicable standards and criteria as described in the COM Faculty Handbook and additionally in the College of Medicine Standards and Guidelines.~~

Replace with:

e. Faculty Scientist Pathway

Faculty Scientist Pathway includes individuals whose predominant effort is dedicated to the generation of new knowledge. Those appointed to the rank of Faculty Scientist must have a terminal degree in his or her field of study and demonstrate a high degree of technical expertise. Indeed it is this technical expertise, research skills and attended research productivity that will justify this faculty appointment. Appointment as a Faculty Scientist is usually on a full-time basis, but may be on a part-time basis with the approval of the Senior Associate Dean for Research. All appointments of Faculty Scientist require the recommendation of the Chair of the applicable department and approval by the Senior Associate Dean for Research and the Dean of the College. No further approval shall be required by any other University official.

Appointment at the rank of Faculty Scientist are for a five-year term and may be made after completion of doctoral training and postdoctoral fellowship, except under very unusual circumstances with the approval of the Dean. A Faculty Scientist is appointed by the Department Chair in consultation with the Dean. Appointments as Faculty Scientist shall be for terms of up to five years depending on individual circumstances and shall be renewable following a customary reappointment process contingent upon the availability of restricted funding. Thus, if restricted funding ceases or is reduced at any time during the appointment, the appointment may be terminated or reduced in FTE with commensurate effect on compensation as recommended by the Chair and approved by the Dean.

The initial appointment in this Pathway is considered an opportunity hire for faculty who are currently at the rank of Research Associate or other Research Pathway rank. If a Faculty Scientist develops substantial, independent and funded, or evidence of the likelihood to be funded, research program after two or more years of employment, he or she may then be considered for Assistant Professor on the Research Scholar Pathway as an opportunity hire.