

SENIOR CLINICIAN-EDUCATOR PERFORMANCE-REVIEW POLICY AND PROCEDURES

("ROLLING CONTRACT" POLICY)

Approved by SOM Faculty: 08/28/1996

Section 1. General Principles. The following procedures are implemented to enhance the job security of faculty who have been promoted to associate professor in the Clinician Educator (CE) track. These procedures are based on the historical fact that the SOM originally proposed that the CE track should lead to tenure and should be parallel and equal to the tenure (scholar) track in every way possible. Despite the fact that the Faculty Senate declined to approve the CE track as a tenure-granting track, it remains the intention of the SOM to guarantee, to the maximum extent possible, the same degree of economic security to faculty in the two tracks. Further, promotion to associate professor in the CE track expresses the institutional belief that the performance of the faculty member is excellent in the two areas of clinical care and teaching; it is unreasonable to think that the SOM would seek to dismiss a faculty member whose performance in these two areas has been judged to be excellent, unless the performance subsequently deteriorates or fiscal exigencies or program elimination make it necessary to reduce faculty size. These causes can lead to dismissal of faculty in either track.

Section 2. General Policy. Following promotion to associate professor, every faculty member in the CE track will participate in an annual review that is identical to the annual review required of tenured faculty, based on the performance criteria defined in the Post-Tenure Review policy of the SOM. Each satisfactory annual review will lead to a three-year appointment. Faculty whose performance in teaching and clinical care remains satisfactory will thus continually be in year one of a three-year appointment.

Section 3. Procedures and Timetable. In the event that the annual review immediately following a satisfactory one is less than satisfactory the faculty member will be issued a two-year appointment. The specific details that led to the unsatisfactory review and a plan for remediation will be discussed and agreed to by the faculty member, the appropriate chairperson, and the Dean. If the next annual review is satisfactory, the faculty member will be issued a three-year appointment. If problems persist, however, and the next annual review is still unsatisfactory, the faculty member will be issued a one-year appointment and a performance review similar to the mid-probationary review described in the UNM Faculty Handbook will be conducted within 60 days. This review will follow the procedures specified for the "more complete review" described in UNM Policy on Post-Tenure Review, except that senior faculty (Associate Professors and Professors) will conduct the review; they may be from either the CE or the tenure track. If this review finds that the faculty member's performance is satisfactory, and if this finding is agreed to by the Dean, the faculty member will be issued a three-year appointment to replace the one-year appointment under which he/she is currently employed. If, on the other hand, the review finds that there has been a significant decline in performance since the last satisfactory annual review, a specific program of remediation, with a definite timetable and a method of evaluation of progress, will be agreed to by the faculty member, the appropriate chairperson, and the Dean.

If the remediation program is successful and the next annual review is satisfactory, and agreed to by the Dean, the faculty member will be given a three-year appointment. However, if the remediation program is unsuccessful and the next annual review is unsatisfactory in the opinion of the chairperson and the Dean, the faculty member will be dismissed at the end of the current contract year; thus, if remediation efforts are unsuccessful, the second contract year following the initial unsatisfactory annual review will be the terminal contract year. The dismissal must be based on evidence that the faculty member's performance is now typically unsatisfactory. The dismissal will be effective at the termination of the current one-year contract, which will therefore be a terminal contract.

Section 4. Relationship of this Policy to UNM Faculty Handbook. Nothing in this policy is intended to affect the procedures specified in the Faculty Handbook for disciplining or dismissing a faculty member for adequate cause, or the rights specified in the Handbook of all faculty members to academic freedom and to procedural due process.

All faculty rights stated in the Post-Tenure Review policy, including the right of appeal and the right to initiate the mid-probationary style review, are incorporated by reference in this policy.

Section 5. Faculty Hired Initially into the Senior Ranks. Clinician Educator faculty hired initially at the rank of Associate Professor or Professor will be issued a provisional appointment for usually no less than one nor more than three years, the specific term to be determined in each case by the Dean upon recommendation of the hiring department. For faculty hired between Jan. 1 and June 30, the term of the provisional appointment will be extended up to six months. During the term of the provisional appointment the faculty member and the SOM will be subject to the Clinician Educator Policy, i.e., to the same policies that apply to Assistant Professors in the Clinician Educator Track. By March 1 of the final year of the provisional period the Chair of the Department, after consultation with at least the senior faculty in the department, will recommend in writing to the Dean whether to issue a non-provisional Senior CE Faculty appointment covered by the policies defined above, or a one-year terminal contract. The faculty member will be informed in writing of the Dean's decision by March 31 of the same year.

Section 5 added 9 DEC 96.