

## Dean and Council Position Statements

### Transfer of Rank and Tenure

**Proposal: When a University of Connecticut faculty member transfers into the School of Medicine from another School in the University, rank is automatically retained.**

#### **Dean**

Dr. Laurencin does not support this proposal and argues the following. It is common for different Schools within one University to establish criteria for promotion that are different. Rank carried by an individual is a reflection on the School in which one currently serves. The School of Medicine should not relinquish the right to grant or deny rank based on its criteria for senior rank.

#### **Clinical Council**

Approved without comment.

#### **Dean's Council**

The Dean's Council (DC) is aware that Dr. Laurencin does not support this proposal for reasons stated in his position paper. The DC believes there should be a mechanism for rank to be retained, where appropriate, without having the Senior Appointments and Promotions Committee (SAPC) conduct a full consideration. Such a mechanism could be via this proposed revision. Alternatively, the DC could be given authority to hear such proposals without them having first gone to the SAPC. There are bigger concerns, however. First, it should be clarified if the Provost, in the role he will now play in appointments at senior rank, promotion, and tenure, agrees that this is a degree of freedom the Medical School should retain. Secondly, now that Dr. Laurencin has assumed leadership of the School, and in view of the affiliation agreements currently underway, it would be appropriate to postpone this proposed Bylaws revision in favor of a broader discussion about faculty categories and rank. The DC recommends that after the affiliation discussions are concluded and agreements are in place, the Dean appoint a committee to consider the broader issues of faculty categories and rank. The discussion should include the Provost's perspective.

#### **Education Council**

Approved without comment.

#### **Public Issues Council**

There was significant disagreement over the Bylaws change that would recognize senior rank granted by other Schools within the system. There have been concerns voiced by some Council members that such a change does not take into consideration differences in promotion criteria that may exist at other Schools within our system. One member suggested that it might be wise to study differences in promotion criteria among Schools before making any decision on the proposed Bylaws change.

#### **Research Council**

Approval by Research Council pending.