



BCM Faculty Appointments and Promotions (FAP) Committee Criteria and Policies

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Topics

- Tracks: Tenure, Non-tenure
- Streams: Investigator, Educator and Clinician
- Initial appointment: Begin at the beginning
- Promotion to Associate/Full Professor



Tracks: Tenure vs. Non-Tenure

- Tenure track at BCM:
 - National search, when BCM resources are involved.
 - Assistant Professor
- Tenure at BCM:
 - Occurs at Assistant to Associate Professor transition
 - Approval of the Department and BCM FAP Committee
 - What does it mean at BCM (private college)?



Streams

- Streams

- Clinical Departments

- Investigator

- Educator

- Clinician

- Basic Science Departments

- Investigator

- Educator



Initial Appointment and Early Career

- Know which track and stream you are in.
- Identify a mentor.
- Develop a career plan.
- Review your career plan with your mentor and your Chair once or twice a year; modify as needed.



Promotion to Associate Professor/Full Professor

- Timing:
 - Within 9 years of appointment to Assistant Professor for Associate
 - No time limit for Associate to Full
- Criteria:
 - Reputation for excellence
 - With tenure: on a national level for Associate; international level for Full. Requires evidence of significant scholarly contributions to the literature i.e. peer-reviewed manuscripts.
 - Without tenure: on a local and regional level for Associate; national level for Full



Promotion to Associate Professor/Full Professor (cont.)

- Visit BCM Policies on the Web early and often. Policies updated October 2007
 - http://intranet.bcm.tmc.edu/?tmp=/faculty_affairs/policies_procedures
- Discuss yearly with your mentor/Chief/Chair
- Participation in education is expected and should be documented.