

RESOLUTION TO INCORPORATE INTO THE VIRGINIA TECH FACULTY HANDBOOK THE TYPES OF FACULTY APPOINTMENTS AND RELATED POLICIES FOR FACULTY IN THE VIRGINIA TECH CARILION SCHOOL OF MEDICINE

WHEREAS, the Virginia Tech Board of Visitors has voted affirmatively to acquire and integrate the Virginia Tech Carilion School of Medicine (VTCSOM) as a college within the university; and

WHEREAS, upon approval by all entities of the integration into the university of the VTCSOM, the VTCSOM faculty will be subject to Virginia Tech's faculty policies and resolutions approved by the Board of Visitors; and

WHEREAS, the vast majority of VTCSOM faculty members of all types, tracks, and ranks are not and will not be employed by Virginia Tech; and

WHEREAS, by September of 2018, at the time of annual approval by the Board of Visitors of the 2018-2019 Faculty Handbook, a new chapter will be added to the faculty handbook to include policies exclusive to VTCSOM faculty members who are not university employees; and

WHEREAS, in addition to the VTCSOM faculty appointments, additional policy language related to VTCSOM faculty listed below necessarily accompanies the adoption of the VTCSOM faculty appointment types; and

WHEREAS, as it is developed, additional policies related to VTCSOM faculty will be included in the chapter in the Faculty Handbook that is dedicated to individuals not employed by the university; and

WHEREAS, the Bylaws of the Virginia Tech Board of Visitors, Article I, Section 6a, stipulate that the Executive Committee of the Board in the interim between meetings of the Board has full power to take actions on behalf of the Board and that all such actions taken by the Executive Committee are subject to ratification by the full Board at its next meeting;

NOW, THEREFORE, BE IT RESOLVED that the Executive Committee of the Board of Visitors of Virginia Polytechnic Institute and State University approves the VTCSOM faculty appointment types, tracks, and ranks and other related VTCSOM policy statements listed below; and

BE IT FURTHER RESOLVED, that the VTCSOM faculty appointment types, tracks, and ranks are available exclusively to individuals not employed by Virginia Tech; and

BE IT FURTHER RESOLVED, that related policy language listed below regarding eligibility for VTCSOM appointment types, tenure to title, conflicts of commitment and interest, and additional policy obligations be included in the Faculty Handbook chapter dedicated to VTCSOM faculty; and

BE IT FURTHER RESOLVED, that all appropriate university policies including the Faculty Handbook be amended to reflect the adoption of the VTCSOM faculty appointment types, tracks, and ranks; and

NOW, BE IT FINALLY RESOLVED, that the adoption by the university of the VTCSOM's faculty appointment types, tracks, and ranks be effective upon final approval by all appropriate entities of the integration of the VTCSOM into Virginia Tech.

Recommendation:

That the resolution to incorporate into the Virginia Tech Faculty Handbook the types of faculty appointments and related policies for faculty in the Virginia Tech Carilion School of Medicine be approved.

March 13, 2018

Virginia Tech Carilion School of Medicine (VTCSOM)

Policies Governing Employment

All faculty employed by Virginia Tech, fully or in part, will be subject to employment policies stipulated in the Faculty Handbook. Faculty with assigned duties in the VTCSOM, but not employed by Virginia Tech, will be subject to the employment policies of their employer(s), but the VTCSOM will have sole responsibility for assigning duties, including discontinuation of assignments, in accordance with governance procedures stipulated in VTCSOM bylaws.

VTCSOM Faculty Appointments

Appointment to teach in the school is not coupled with an individual's primary employment.

Regular Faculty. Regular faculty have a primary or secondary appointment to the VTCSOM in a tenure-to-title track or non-tenure-to-title track. Ranks are assistant professor, associate professor, or professor.

Regular Primary. A primary appointment includes a substantial commitment to the education mission of the VTCSOM with regular engagement in teaching and service to the VTCSOM, and the pursuit of scholarship in medicine.

Regular Secondary. A secondary appointment at the VTCSOM is for an individual whose primary appointment (and/or employment) is in another college at Virginia Tech or at another academic institution (e.g. Jefferson College of Health Science or Radford University). Regular faculty with a secondary appointment are not eligible for tenure-to-title at the VTCSOM.

Instructional Faculty. Instructional faculty include faculty members with an adjunct appointment to the VTCSOM in the rank of adjunct assistant professor, adjunct associate professor, adjunct professor, clinical preceptors, instructors or senior instructors.

Definitions of Faculty Appointments in the VTCSOM			
Appointment		Track	Rank
Regular*	Primary	Tenure-to-title	Asst, assoc, Prof
	Primary	Non-tenure-to-title	Asst, assoc, Prof
	Secondary	No/might have tenure at primary institution	Asst, assoc, Prof
Instructional	Adjunct	No	Asst, Assoc, Adjunct
	Clinical Preceptor	No	No ranks
	Instructor	No	Instructor, Sr instructor, Visiting
<p>*Use of the term "regular" for VTCSOM faculty appointments is distinct from the use of the same term in section 2.6.4 where it is used to distinguish faculty appointments with opportunity for renewal from those appointments that are "restricted" and that have an end date such as research faculty whose salaries are paid from external funding, visiting professorships or other temporarily available faculty positions.</p>			

Tenure-to-title

Tenure-to-title is granted at the discretion of the school without any right to, interest in, or expectation of any compensation or guarantee for compensation or future employment and is granted only in the VTCSOM to individuals who are not employed by Virginia Tech. Tenure-to-title is recognition of a faculty member's significant accomplishments in teaching, clinical care (if relevant), scholarship, and service to the school.

Once conferred, tenure-to-title is subject to review by the department and school committees on appointment, retention, promotion and tenure (to title) and can be rescinded for imposition of a severe sanction or dismissal for cause.

The tenure-to-title and/or promotion in rank dossier is reviewed at three levels: (1) by an appropriately charged

departmental committee and the department head or chair, (2) by an appropriately charged college-level committee and the dean, (3) and by the provost. The department head or chair and dean make separate recommendations to the subsequent review levels. The provost reviews college and dean recommendations and makes recommendations to the president. The Board of Visitors grants final approval.

Conflicts of Commitment and Interest

In addition to university policies, VTCSOM faculty members are subject to the Standards for Commercial Support as promulgated by the Accrediting Council for Continuing Medical Education (AACME).

Source URL:

<http://www.accme.org/requirements/accreditation-requirements-cme-providers/standards-for-commercial-support>

Additional Policy Obligations

Individuals with appointment to the VTCSOM faculty are subject to all relevant and appropriate sections of the Virginia Tech Faculty Handbook and university policies. Including Faculty Handbook section 2.7.1, Professional Responsibilities and Conduct; and section 3.6 Imposition of a Severe Sanction or Dismissal for Cause.