



UNIVERSITY *of* MARYLAND
SCHOOL OF MEDICINE

Post-Tenure Review Update

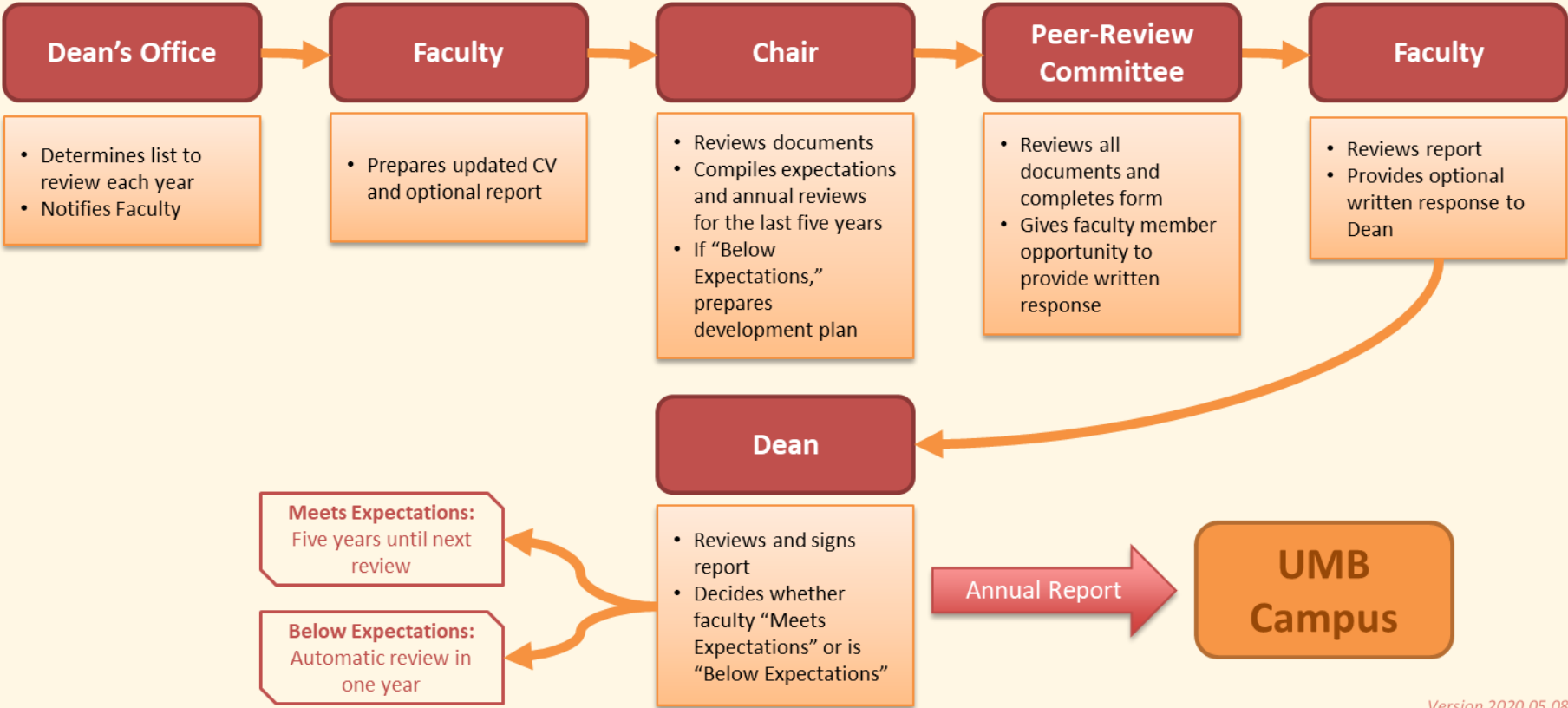
UMSOM Executive Committee

January 26, 2022

Basic Principles

- Mandated by USM and UMB Policy
- Occurs every 5 years (since awarded tenure)
- Simple and quick process for high-achieving faculty
- Identifies opportunities for faculty development
- *A Does Not Meet Expectations* rating results in development plan and a comprehensive review next year

POST-TENURE REVIEW PROCESS



Exceptions to Five-Year Cycle

- Academic Promotion
- Dean, Vice Dean, Sr. Associate Deans, Associate Deans, Assistant Deans, Directors and Chairs Exempted while serving in role
- One or two-year postponement allowed with justification

Dean Appointed Peer Review Committee Composition

- At least 3 tenured faculty members
- All outside department of reviewed faculty member
- Committee member cannot be reviewed while serving
- Diverse as possible

Thank You!

2020-2021 Post-Tenure Review Committee

Name	Department
Stefanie Vogel, PhD (Chair)	Microbiology & Immunology
Maria Baer, MD	Medicine
Wei Chao, MD, PhD	Anesthesiology
Steven Kittner, MD	Neurology
Vincent Njar, PhD	Pharmacology
J. Kathleen Tracy, PhD	Epidemiology & Public Health

PTR Results 2020-2021

- 27 Tenured Faculty Reviewed
- 22 *Met Expectations*
- 1 *Met Expectations with Qualification*
 - Development Plan in Place
 - Reviewed again in 2023-2024
- 4 *Did Not Meet Expectations*
 - Development Plan in Place
 - Reviewed again in 2022-2023

2021-2022 Post-Tenure Review Committee

Name	Department
J. Kathleen Tracy, PhD (Chair)	Epidemiology & Public Health
Maria Baer, MD	Medicine
Wei Chao, MD, PhD	Anesthesiology
Steven Kittner, MD	Neurology
Vincent Njar, PhD	Pharmacology
John Olson, MD, PhD	Surgery

Next Steps for 2021-2022

- Dean's Office will notify chair/director and faculty member of review in next few weeks
- New Template Guides for Review and Development Plan
- Forms due in Dean's Office around end of February 2022
- Committee will start reviewing in March

Estimated Numbers of PTR Reviews Projected Forward

2021-2022	22
2022-2023	47
2023-2024	29
2024-2025	47
2025-2026	46
2026-2027	19

Approximately 210 Total Tenured Faculty Required to be Reviewed

(Will go up and down as faculty are promoted, awarded tenure and move on)