



**CONFERENCES & MEETINGS**

**Grand Rounds**  
**Thursday, Apr. 8, 2004, 7:30 AM**  
**Clinic Auditorium**

**Clifford J. Rosen, M.D.**  
Professor of Nutrition  
University of Maine, Orono, ME  
and Adjunct Staff Scientist  
Jackson Laboratory

**What's New for Aging Bone**

**FROM DIVISIONS**

- **William E. Whitehead, Ph.D.**, Professor, Medicine and Adjunct Professor Psychology, Gastroenterology and Hepatology, is the 2004 recipient of the Award for Basic and Clinical Research in Digestive Sciences, which is sponsored by Janssen Pharmaceutica and the American Gastroenterological Association.
- **Susan Hogan, Ph.D., MPH**, Assistant Professor of Medicine, Nephrology and Hypertension, was awarded a grant to study the Association of Cigarette Smoking with Pathological Findings and Clinical Outcomes in Patients with Kidney Biopsy Proven Glomerular Diseases.

**ANNOUNCEMENTS**

- M&M Conference. **Complications of Nasogastric and G-Tubes**. Presenter: M. Andrew Greganti, M.D. Discussants: Lisa M. Gangarosa, M.D. and Matthew A. Mauro, M.D. April 6, 12 Noon, Clinic Auditorium.
- NIH announces **Conference on the HIPAA privacy rule and research** to be held on May 26 2004. Program details and registration required: [www.capconcorp.com/hipaa04/](http://www.capconcorp.com/hipaa04/) Topics include: clinical research, repositories and databases, health services research, mental health research, and public health activities.
- **UNC provides new seed money grants for the development of large-scale, interdisciplinary research proposals**. For details go to: [medicine.med.unc.edu/res/waldrop.pdf](http://medicine.med.unc.edu/res/waldrop.pdf).
- **An SBIR (Small Business Innovation Research) and STTR (Small Business Technology Transfer) workshop** will take place at UNC on April 13, from 1:00 to 4:30PM. The SBIR/STTR Programs provided over \$2 Billion in funding to small, innovative US-owned businesses in

FY 2003. Faculty may access these monies to conduct early stage research and development of technologies that can ultimately be commercialized. No charge to attend, but registration requested.

Details:

[www.sbtcdc.org/events/sbir/workshops2004/](http://www.sbtcdc.org/events/sbir/workshops2004/).

## FROM THE CHAIR'S OFFICE

Given recent changes in the School of Medicine policies on promotion and tenure, I thought this would be an appropriate time for an update. There are really two parts of this discussion, the policies per se, and the procedure as it occurs in our department, school and university. As faculty duties and goals have evolved, so have the requirements for promotion. In all cases, promotion requires excellence. Tenure requires national and international recognition and demonstrated evidence of scholarship in one of the following areas: research, clinical care or teaching. Depending on an individual's goals and strengths, it may or may not be appropriate to be on the tenure track. The distinctions between the two are quickly blurring as longer-term commitments and salary guarantees are now being made for individuals on the non-tenure track, and as the definition of tenure undergoes revision. So today, more than ever, it is important for an individual faculty member to consider, with their division chief and mentor(s), the track that best suits their interests.

What is absolutely essential is that faculty members set forth their goals and have these reviewed on a regular basis. Typically we review assistant professors yearly. Junior faculty should use the annual faculty evaluation meeting with their chief as an opportunity to assess progress towards promotion or tenure. At the other end of the spectrum, full professors with tenure are reviewed every five years as part of the "post-tenure" review. The review process was designed to promote development, to ensure productivity, and to provide accountability. I will not go into the details of criteria for promotion, since this is covered in the School of Medicine Policy for Appointment, Reappointment and Promotion.

The practicality of promotion is another issue entirely. For those of you who are embarking on this journey, it is a nearly year-long process. Your division chief will propose you for promotion once you have reached the milestones developed jointly with him/her. Next, you will be asked by Ms. Glenda Foushee to provide specific materials needed for the review process. This includes a CV in the new standardized format, reprints, contact information for proposed internal and external references, and your teaching portfolio containing required elements. Surprisingly, receipt of this information is the most common cause for delays in the promotion process. So if you hear from Glenda, or from your division chief, or from me that a part of your package is missing, please be prompt in responding. Once we have received the requested materials, three person ad-hoc committees comprised of Department of Medicine full professors reviews each promotion package. Ad-hoc committees presents their findings to the assembled full professors of the Department of Medicine. At this stage, promotions favorably reviewed are sent on to the first of two School of Medicine committees that provide additional review, and in the case of tenure decisions, the package must then be reviewed at an institutional level which also involves multiple committees. Given the complicated process, I

have asked Glenda to keep faculty who are being reviewed apprised of their promotion status.

So much for the overview. As noted above, the University and School have been updating many policies regarding promotion and tenure, and it is up to us to remain up-to-date on these changes. Documents recently updated are: SOM Policy for Appointment, Reappointment and Promotion of Tenure-Track Faculty; the UNC Promotion/Tenure Dossier Guidelines; and UNC Standardized CV. The best place to find these and similar documents is the School of Medicine website: [www.med.unc.edu/admin/policies.htm](http://www.med.unc.edu/admin/policies.htm).

For our part, we will make every effort to keep your promotion package moving along the way. If you have questions, please do not hesitate to contact Glenda, Rosemary or me and we will be glad to clarify where things stand.

Questions or submissions, contact [Rosemary\\_Simpson@med.unc.edu](mailto:Rosemary_Simpson@med.unc.edu)