



**CONFERENCES & MEETINGS**

**GRAND ROUNDS**  
Thursday, March 24, 2005, 7:30 AM  
Clinic Auditorium

**NO GRAND ROUND THIS WEEK**

**FROM DIVISIONS**

- **Christian Jobin**, Ph.D., Assistant Professor, Gastroenterology and Hepatology, received the Fiterman Basic Research Award from the American Gastroenterologic Association.
- **Kim L. Isaacs**, M.D., Ph.D., Associate Professor, Gastroenterology and Hepatology, was the co-director of "IBD Clinical Trials course: Principles and Practice," St Petersburg, FL, sponsored by Crohn's and Colitis Foundation of America (CCFA). Dr. Isaacs is also a member of the National Scientific Advisory Committee for the CCFA where she chairs the Professional Education Committee.

**ANNOUNCEMENTS**

- **Pharmacy Assistance Program for Low Income Patients** - Medication costs can be overwhelming for our patients with limited financial means. At a national level, many potential solutions have been proposed but none have been put into place. Scarcely a day passes without further debate on this important issue. As many of you know, UNC has been fortunate to partner with programs through many pharmaceutical companies. These programs can provide some financial relief for our most at-risk patients. Medications in nearly every class are available. For example, Pfizer Pharmaceuticals has included all 21 of their products to UNC free-of-charge for patients who qualify on the basis of their income. If you have been unaware of these programs, I encourage you to utilize them. The UNC Pharmacy Financial Counselor can help patients determine if they qualify. Also, Kelley V. Baker, Pharmacy Benefits Counselor for the Pharmacy Assistance Program, is extremely knowledgeable about all the formulary medication programs offered and can direct people where to go. She can be contacted at 966-5750 or by e-mail at [kbaker@unch.unc.edu](mailto:kbaker@unch.unc.edu). As we all struggle to provide the best care to our patients, these types of partnerships can only help UNC meet its mission to provide health care for the underserved of North Carolina.

**FROM THE CHAIR'S OFFICE**

The DOM Junior Faculty met this past Friday for an excellent session on promotion and tenure - with presentations and discussion by Bob Golden, M.D., Professor Psychiatry and Vice Dean, SOM; Andrew Greganti, M.D., Professor Medicine and Vice Chair, DOM; and Jim Donohue, M.D., Professor

Medicine and Chief of Pulmonary and Critical Care Medicine. Jim currently serves on the Institution's Promotion and Tenure Committee. Given the changes on the horizon in this important area, and realizing that many of you for whom this is relevant could not attend the meeting, I thought it would be useful to summarize the most important issues in this week's newsletter.

As the various faculty "tracks" (fixed term and tenure) continue to be refined by the SOM and by the institution, it is clear that promotion on any track will be based on excellence and reflect a faculty member's contribution to the institution. The most important issue for our faculty is to be certain that you are in the track that best fits your interests and career goals. Progression to promotion in either track will be judged based on the "pathway" that best defines your major effort, with the five "pathways" defined for the fixed term track and the three "pathways" for the tenure track.

To succeed and ultimately to achieve promotion on either the tenure or the fixed term track the SOM requires:

1. Unequivocal evidence of excellence
2. Substantial contribution to the teaching mission of the SOM

The fixed term track is most appropriate for faculty whose interests are in making major contributions and becoming leaders for their department, the SOM and the institution in any of five areas: clinical care, teaching, research, administration or community service. The tenure track is most appropriate for faculty whose goal is to become nationally and internationally recognized for research or for scholarship in clinical care or education.

To illustrate how these two differ, I will provide a few examples. To be promoted for clinical care or education (as examples) will require that a faculty member devote a significant proportion of their efforts to one of these areas, to be seen in their department and in the institution as the person that people look to for excellence in that area, and to be interested in continuing these efforts into the future. For promotion in the tenure track based on clinical or educational scholarship (as analogous examples), a faculty member must be recognized as a national and/or international leader in these areas.

To further explain what that means, consider the following. A faculty member being promoted in the fixed term track for clinical care will be recognized as one of our premier clinicians, but may not be well known nationally. A faculty member being promoted in the tenure track for clinical scholarship is likely not going to be one of our leading clinicians, but is a person who is involved in clinical research and/or development of new approaches to clinical medicine and will likely spend more of his/her effort seeking funding for these endeavors and publishing and presenting his/her work. Likewise, a faculty member being promoted in the fixed term track for education is going to be one of our leading teachers in the department and school, but probably will not spend a lot of time presenting or publishing articles on a new approach to education, while exactly the opposite will be true of a faculty member being promoted on the tenure track for educational scholarship.

Somewhat to my surprise, I have found that when I discuss this with our faculty, most have a strong sense of their own goals and interests and it generally sorts out easily into one or another track. There are some in the middle, but recently I discussed the two tracks with a faculty member who told me that he just didn't have any interest in trying to establish a reputation in education, if it would mean taking away from his time actually educating students. And, the next day I spoke with someone who really was much more interested in national trends in education than in spending a proportion of his time with students.

My explanations here are, of course, an overview and simplified, but I hope you get the picture. I

would encourage you to speak with your division chief, or with Andrew or me, or with all of us as you think about your career, your interests and how we can best recognize these.

The guidelines for SOM Appointment, Reappointment and Promotion of Faculty were e-mailed to faculty some months ago and can be found on the SOM Office of Faculty Affairs Home Page [www.med.unc.edu/admin/policies.htm](http://www.med.unc.edu/admin/policies.htm).

We will take a newsletter break next week to take advantage of the Spring holiday. Therefore, the next newsletter will be published, April 4th.

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