

Principles Governing a Change of Employer for Faculty Members of Dartmouth Medical School

Guiding Principles:

The administration of DMS is committed to facilitating and maximizing the opportunities available to our faculty. Under some rare circumstances it may occur that a particular faculty member is hindered or unable to pursue a desired career path while employed by one rather than another of the components of DHMC, from which we draw the majority of our standing faculty.

Regardless of employer, all active faculty members of DMS are:

- Eligible to be Principle Investigator on grants submitted through Dartmouth College.
- Eligible to submit applications to The Hitchcock Foundation.
- Eligible to be members or chairs of all standing DMS Faculty Committees.
- Able to hold research space based upon the priorities of their department and funding.
- Able to teach medical students in a wide variety of educational venues.
- Entitled to attend all meetings and events designated as being for DMS Faculty.
- Entitled to represent themselves as faculty members of Dartmouth Medical School.

Requirements for requesting a change of employer:

The faculty member desiring to switch employers must demonstrate that the career pathway or opportunity they desire is not available to them in their current employment status. A mere desire to switch employers is not sufficient cause. Such causes may include, but are not limited to:

- A large and significant change in their administrative duties.
- A change in job description that precludes continued employment by one entity.
- Some inherent, structural feature of their current employment that precludes pursuing a goal or status desired by their department *and* the DMS administration.
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Non-renewal of employment, dismissal, interpersonal disputes, permanent disability, or retirement from one entity are not valid or sufficient grounds for seeking a change of employer.

Mechanism for obtaining a change of employer:

Given that there are extensive institutional repercussions for a change of employer, it is anticipated that such events will be rare. A change of employer not only alters the individual's paymaster, but also markedly changes the individual's retirement program, insurances, and (potentially) their compensation range. Each of the entities employing members of the faculty of DMS have specific guidelines dictating what is required from, and guaranteed to, each one of its employees – change of employer “in name only” is not possible. Thus, the following requirements must be met:

- The individual must be unable to pursue the career path they desire under their present employer.
- The department chair must attest to this incapacity, and fully support the change.

- For those seeking to become Dartmouth employees, the Dean of DMS must concur that the change is justified and in the interest of the department *and* DMS as a whole. For those seeking to become employees of the VA, Hospital or Clinic, the decision regarding the acceptability of such a change is reserved to the respective policies and administration of those entities.
- The department chair must prepare a viable mechanism for supporting the individual if the change of employer occurs.
- An appropriate employment opening must exist in the entity to which the individual wishes to move.
- If the change involves creation of a targeted, new position that will not involve an open recruitment effort, then a waiver or agreement will need to be obtained from the office or authority able to grant such a waiver of the normal hiring practices.