

Approved by the Dartmouth College Trustees, April 1993

FACULTY TENURE AT DARTMOUTH MEDICAL SCHOOL

Pursuant to the proposal approved by the Dartmouth College Board of Trustees in April of 1993, the guidelines governing tenure for the faculty of Dartmouth Medical School (DMS) shall be as follows:

1. All tenure commitments in existence prior to April 1993 will remain in force. There will be no change in the terms of the institution's obligation to those faculty to whom tenure had been granted previous to the acceptance of this plan.
2. Eligibility for DMS tenure, will be limited to full-time faculty with appointments in the tenure track whose paymaster is Dartmouth College. For any such individual deriving partial compensation from a DHMC entity other than DMS, eligibility will depend on the willingness of DMS to accept the potential responsibility of full support, or on the assurance of continued partial support from the other entity.
3. Tenure will be awarded to those persons holding the rank of professor appointed in the future (a) as departmental chairs, (b) as named chairs, or (c) as Dean, and (d) will be conferred upon promotion of eligible Associate Professors to the rank of Professor with the recommendation of the DMS Appointment, Promotions and Titles Committee and the Dean.
4. Faculty with tenure will be entitled to retain their academic appointments until resignation, retirement or death. They will not be subject to dismissal except for specific cause, as described in *Organization of the Faculty of Dartmouth College*.
5. The number of tenured positions granted will be determined by the rolling three year average of the sum of [(1) tuition paid by enrolled students (less internally funded scholarships), plus (2) the annual income from DMS unrestricted endowment, plus (3) income from endowed chairs], divided by the average of potential tenure derived compensation for all tenured senior faculty at that time.
6. Tenured faculty will ordinarily be expected to derive their compensation from a mixture of internal and external sources.. To be fully compensated, a tenured faculty member is expected to derive at least 40% of compensation from extramural sources. External sources may include payments for research, teaching, consulting, clinical practice, or other sources designated as "extramural" by the Dean. In the absence of external compensation support,

tenured faculty members are guaranteed at least 60% of their previously determined full compensation from internal funds.

7. For a faculty member who derives less than 40% of full compensation from external sources, the Dean in consultation with the departmental chair may provide up to 40% of additional compensation as an internal supplement to the 60% guarantee in recognition of continued effort in teaching, scholarly activity and other recognized institutional service.
8. In the event of loss of support from external sources adequate to assure full compensation, the downward transition from full compensation to a reduced level will not exceed 10% per year.
9. External support for faculty compensation in the aggregate is essential to the long-term health of the medical school. To the extent possible, tenured faculty are expected to derive compensation in excess of 40% from external sources. The Dean may declare a moratorium on tenure if external support of compensation as a percentage of full compensation for all tenured DMS faculty falls by more than 20% in one year (compared to the rolling average of the three previous years), or falls by that amount over a period of more than one year following the onset of a decline. If the number of tenured faculty meets or exceeds 95% of the available positions, the Dean may also declare a moratorium on the awarding of tenure.
10. In the event of a moratorium on tenure, the awarding of tenure will be reinstated by the Dean once external support for faculty compensation again becomes adequate. Faculty promoted to the rank of Professor during the period of the moratorium will be eligible for the award of tenure in order of the time of their promotion
11. It is recognized that implementation of this plan and special circumstances arising once the plan is in operation may require clarification of or deviation from one or more elements of the plan as described above. Policies associated with implementation, clarification or deviation from this plan will be considered by a Standing Faculty Committee on Tenure, which will also consider appeals from faculty members who feel that the plan is not being fairly or properly applied. Final authority will rest with the Dean.
12. The Dean will submit all recommendations for promotion or appointment with tenure to the Provost and President for their review, and will include a status report on the tenure program in his/her annual report to the President, Vice-President and Treasurer, and the Provost.