HWCOM Promotion Policy

The HWCOM Faculty is defined as:  (per Part I. HWCOM Faculty Bylaws)

The Faculty of the HWCOM consists of full time and part time faculty who are appointed to the following ranks:

i. Instructor, Assistant Professor, Associate Professor, Professor.
ii. Instructor Medical Librarian, Assistant Medical Librarian, Associate Medical Librarian, Medical Librarian.
iii. Voluntary Clinical/Basic Science/Educator Instructor, Voluntary Clinical/Basic Science/Educator Assistant Professor; Voluntary Clinical/Basic Science/Educator Associate Professor, or Voluntary Clinical/Basic Science/Educator Professor.
iv. Adjunct Instructor, Adjunct Assistant Professor, Adjunct Associate Professor, or Adjunct Professor.

v. Faculty Members with a primary appointment in another unit of the University and a secondary appointment in the HWCOM.

vi. Professor Emeritus.

The members include both employed and voluntary faculty.

HWCOM recognizes that:

- Part-time medical school faculty appointments, if deployed appropriately, can benefit both the faculty members themselves and the institution as a whole.
- Part-time careers can address the work-life balance many faculty hope to achieve and can be used to accommodate different expectations of newer faculty members.
- Part-time career options can serve as a mechanism for institutions to fill the roles and responsibilities of the school.

Full time/part time faculty are eligible for promotion as recommended by their department consistent with HWCOM Faculty Bylaws under Part VII: Promotion and Tenure.

Voluntary faculty are not compensated but are eligible for promotion as recommended by their department consistent with HWCOM Faculty Bylaws under Part VII: Promotion and Tenure in recognition of the important role/contributions to HWCOM.

In the event of a conflict between this policy and the Faculty Bylaws, the Faculty Bylaws shall prevail.