

HWCOT Promotion Policy

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

The Faculty of the HWCOT 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 HWCOT.
- vi. Professor Emeritus.

The members include both employed and voluntary faculty.

HWCOT 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 HWCOT 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 HWCOT Faculty Bylaws under Part VII: Promotion and Tenure in recognition of the important role/contributions to HWCOT.

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