



TOPIC: Proposed Change to USM Policy on Appointment, Rank, and Tenure of Faculty (II-1.00)

COMMITTEE: Education Policy

DATE OF COMMITTEE MEETING: March 28, 2012

SUMMARY: One of the five primary themes that anchor the recently adopted USM Strategic Plan 2010-2020, Powering Maryland Forward, is: Advancing Maryland's competitiveness in the innovation economy by building on existing levels of extramural research funding and more successfully translating that research in economic activity. The plan calls for the creation of 325 new companies, five internationally recognized research centers of excellence by 2020, and a culture of innovation and entrepreneurship throughout the USM. The System has promised the Regents and the Governor that incentives for commercialization and technology transfer will be pursued as part of our role in bolstering the state's economy.

The Board of Regents' Committee on Economic Development and Technology Commercialization first discussed revising faculty policies on appointment, rank and tenure and on sabbatical leave to recognize activities related to commercializing intellectual property in executive session at their meeting on September 21, 2011. After discussions, the Committee and Chancellor Kirwan determined that consideration of appropriate revisions to the faculty policies should go through the USM Office of Academic Affairs and the internal USM academic councils (AAAC and CUSF). In a series of spirited discussions with AAAC and CUSF, the language was discussed, reviewed, and refined. At its meeting on January 26, 2012, the Committee on Economic Development and Technology Commercialization reviewed and favorably responded to the proposed revisions to the faculty policies to include "activities that result in the generation and application of intellectual property through technology transfer."

The policy revisions are being presented to the Committee on Education Policy today for recommendation to the Board in recognition of this Committee's primary role in the development and modification of policies related to faculty and to the academic mission of the institutions.

The change affects only one section of the lengthy ART policy (Section II.B.1); the original language and proposed language in that section are provided for the Committee in the attachment.

ALTERNATIVE(S): The Committee could recommend further refinement of the proposed language or could suggest that no change be made to the policy at this time.

FISCAL IMPACT: There is no fiscal impact associated with this change.

CHANCELLOR'S RECOMMENDATION: That the Committee on Education Policy recommend that the Board of Regents approve the proposed modification to Section II.B.1. of the USM Policy on Appointment, Rank, and Tenure of Faculty (II-1.00), as amended by the Committee.

COMMITTEE RECOMMENDATION: Approval as amended. DATE: March 28, 2012

BOARD ACTION: DATE:

SUBMITTED BY: Irwin L. Goldstein 301-445-1992 irv@usmd.edu

II-1.00 UNIVERSITY SYSTEM POLICY ON APPOINTMENT, RANK, AND
TENURE OF FACULTY

(Approved by the Board of Regents, April 5, 1989; last amended June 20,
2008)

Section II.B.1 now reads:

"The criteria for tenure and promotion in the University of Maryland System are: (1) teaching effectiveness, including student advising; (2) research, scholarship, and, in appropriate areas, creative activities; and (3) relevant service to the community, profession, and institution. The relative weight of these criteria will be determined by the mission of the institution."

Proposed revision:

"The criteria for tenure and promotion in the University of Maryland System are: (1) teaching effectiveness, including student advising; (2) research, scholarship, and in appropriate areas creative activities or other activities that result in the generation and application of intellectual property through technology transfer; and (3) relevant service to the community, profession, and institution. The relative weight of these criteria will be determined by the mission of the institution."

Proposed revision as amended by the Committee on Education Policy at its meeting on March 28, 2012:

"The criteria for tenure and promotion in the University of Maryland System are: (1) teaching effectiveness, including student advising; (2) research, scholarship, and in appropriate areas creative activities or activities that result in the generation and application of intellectual property through technology transfer; and (3) relevant service to the community, profession, and institution. The relative weight of these criteria will be determined by the mission of the institution."