

OFFICE OF PROGRAM RESEARCH, ASSESSMENT & EVALUATION (OPRAE)

Howard University College of Medicine

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The fourth self-study committee required by the LCME is the Faculty Committee. Standards related to that committee's activities are as follows:

IV. FACULTY

A. Number, Qualifications, and Functions

FA-1 The recruitment and development of a medical school's faculty should take into account its mission, the diversity of its student body, and the population that it serves.

FA-2 There must be a sufficient number of faculty members in the subjects basic to medicine and in the clinical disciplines to meet the needs of the educational program and the other missions of the medical school.

FA-3 Persons appointed to a faculty position must have demonstrated achievements commensurate with their academic rank.

FA-4 Members of the faculty must have the capability and continued commitment to be effective teachers.

FA-5 Faculty members should have a commitment to continuing scholarly productivity characteristic of an institution of higher learning.

FA-6 The medical school faculty must make decisions regarding student admissions, promotion, and graduation, and must provide academic and career counseling for students.

B. Personnel Policies

FA-7 There must be clear policies for faculty appointment, renewal of appointment, promotion, granting of tenure, and dismissal that involve the faculty, the appropriate department heads, and the dean.

FA-8 A medical school should have policies that deal with circumstances in which the private interests of faculty members or staff may be in conflict with their official responsibilities.

FA-9 Faculty members should receive written information about their terms of appointment, responsibilities, lines of communication, privileges and benefits, and, if relevant, the policy on practice earnings.

FA-10 They should receive regularly scheduled feedback on their academic performance and their progress toward promotion.

FA-11 Opportunities for professional development must be provided to enhance faculty members' skills and leadership abilities in education and research.

C. Governance

FA-12 The dean and a committee of the faculty should determine medical school policies. This committee, which typically

consists of the heads of major departments, may be organized in any manner that brings reasonable and appropriate faculty influence into the governance and policymaking processes of the medical school.

FA-13 Schools should assure that there are mechanisms for direct faculty involvement

in decisions related to the educational program.

FA-14 The full faculty should meet often enough for all faculty members to have the opportunity to participate in the discussion and establishment of medical school policies and practice.

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