

To: Department Chairs, Division Chiefs, Vice Chairs for Faculty, D-COAP Chairs,  
Education Officers, Faculty Coordinators

From: Lisa Bellini, Senior Vice Dean for Academic Affairs  
Arberetta W. Bowles, Executive Director, Office of Academic Affairs

Date: July 20, 2023

RE: Change in Reappointment Term for Professors in the Academic Clinician Track

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### **Background**

During the 2023 academic year, we collaborated with the Provost's Office and school leadership to identify ways to streamline additional faculty action processes and better recognize senior Academic Clinician (AC) faculty. After careful review and consideration, we plan to implement a 10-year reappointment cycle for Professors in the AC track.

### **New Reappointment Term for Professors in the Academic Clinician Track**

Effective July 1, 2023, the reappointment term for Professors in the AC track increased from five-years to ten-years. This new reappointment term recognizes the excellence and commitment of AC Professors to the Penn Community while also reducing administrative burden for faculty and staff. Departments and PSOM will maintain their ability to modify the reappointment term or terminate an appointment as per policy if the faculty member no longer meets qualifications of the track and rank.

We will continue to work over the coming months to codify this new protocol in all related PSOM material. Due to the change in term, the faculty annual performance review will be a means to identify conditions that could lead to a modification in the reappointment term or termination. Examples include not meeting the teaching requirement, misconduct, or other violations of the University's Code of Conduct, PSOM's Professionalism Statement, and/or other reasons as outlined in policies, guidelines, and/or the Faculty Handbook. The new process is outlined below.

### **Procedure**

- Initial appointments at the rank of Professor will be for 5 years.
- Associate Professors successfully promoted to Professor will have an initial term of 10 years.
- All reappointments with an effective date of July 1, 2024, shall be for a term of 10-years unless modified with an explanation.
- Dossier requirements remain unchanged.
- The Academic Review process within the department and school remain the same.

Should you have any questions or comments, please direct your query to Arberetta W. Bowles @ [awbowles@upenn.edu](mailto:awbowles@upenn.edu)

cc: J. Larry Jameson, MD, PhD  
Roderic G. Eckenhoff, MD  
Eve Higginbotham, SM, MD  
Eydie Miller-Ellis, MD  
Erica R. Thaler, MD  
Office of Academic Affairs