

May 22, 2008

Dear BioMed Faculty Members:

We are writing to inform you of the work of the BioMed Reappointment, Promotion, and Tenure Committee (the Committee) which was convened last spring to review the reappointment and promotional criteria and practices among the Departments in the Division of Biology and Medicine. The full report of the Committee can viewed at <http://bms.brown.edu/omfa/tenure.html>.

The Committee's Report has reaffirmed and helped illuminate the University's commitment to independent intellectual contribution to scholarship, excellence in teaching, and service as the core values for the Division of Biology and Medicine.

The attached document contains a restatement of the university's standards for promotion and tenure, as well as a distillation of the Committee's recommendations. This document should serve as a guide for discussion, which we hope will be helpful to both Chairs and junior faculty members in the context of the annual review process. While each Department maintains its own Departmental criteria for review which is reflective of the culture in the various disciplines, the attached distillation reflects the University-wide values which are common to all Departments.

All faculty members should expect transparency, openness, and fairness as they progress in their careers. The attached guide is intended to foster open communication and constructive dialogue toward that end.

Sincerely,

Eli Y. Adashi
Edward Hawrot
Terrie Wetle