

Executive Summary of the creation of  
West Virginia University Health Sciences Center  
Procedures for Faculty Appointment, Annual Evaluation, Promotion, and Tenure

Purpose: Development of Procedures for Faculty appointment, Annual Evaluation, Promotion, and Tenure for the West Virginia University Health Sciences Center. This procedure will be the foundation for the specific P&T guidelines of the schools and units contained in the Health Sciences Center

#### History & Process

On February 20<sup>th</sup>, 2025 a committee composed of faculty and administrative representatives of all Schools within the Health Science Center, led by VP Louise Vesilecky, was charged with the development of Procedures for Faculty Appointment, Annual Evaluation, Promotion, and Tenure for the Health Sciences Center

The committee's original work focused on modifying the University Promotion and Tenure Guidelines in effect at the time, to meet the unique needs of the HSC and establishing the Chancellor of HSC as the final level of action.

When the Faculty Senate passed the New University Guidelines for Promotion and Tenure on April 7<sup>th</sup>, 2025, the committee's work was transferred to modifying the new guidelines.

Working weekly, the committee concluded its work on the main body of the document on May 15<sup>th</sup>. The Committee then passed the work to the faculty of the HSC for comment

#### Summary of changes from the 2025 University Guidelines

- 1) Establishes a hierarchy of appointment, annual, promotion, and tenure review contained within the HSC structure ending with the Chancellor of the Health Sciences Center.
- 2) Recognition of the many sites across the state where faculty are engaged in teaching, service, and research
- 3) Inclusion of faculty activities, including clinical service, typical for faculty in the HSC in appointment and evaluation criteria.