

## **The UNC Department of Maternal and Child Health's Expectations for Promotion and Tenure**

The Department of Maternal and Child Health informs public health practice through scholarly research. Maternal and Child Health (MCH) is a multidisciplinary profession that incorporates the traditional fields of public health (epidemiology, health services research, health administration, social and behavioral science) along with more practice-oriented professions such as medicine, nursing, nutrition, and social work. In 1912, as the Flexner report was stimulating the reorganization of medical training, MCH was established as a focus of public health practice. In 1947, the Children's Bureau funded the first MCH training grant in schools of public health. Four universities -- Harvard University, the University of California at Berkeley, the University of North Carolina at Chapel Hill, and Johns Hopkins University -- received grants from the Children's Bureau to establish MCH departments within their Schools of Public Health. These departments' primary goal was to train administrators with a public health and child/family focus for the new programs being developed in the states under Title V of the Social Security Act. Since that time, MCH training programs have proliferated across the country. While remaining true to their original mission to train public health practitioners, MCH departments and programs have strengthened their academic training for students interested in careers in research and evaluation. At UNC, we have supported our research and academic training through grant and contract support.

As a result, in the Department of Maternal and Child Health, appointment and promotion reflect our ongoing departmental emphasis on a scholarly approach to research and practice. Our standards are high, and our department is recognized as the best of its type in the country. Our faculty members may be promoted on either the research or practice track. Regardless, we expect a minimum of approximately 4-5 scholarly publications a year for promotion (with approximately half of these being first authored). Reflecting our unique mission, however, our overall assessment is influenced by the types of publications, the potential impact of such publications, and the contribution to the field of the faculty member under review. These considerations may result in some flexibility around this numerical goal. Scholarly publications for the field of MCH practice may include technical reports that influence state, federal or international policy.

Projects in Maternal and Child Health may be funded by federal sources (such as CDC, HRSA, NIH, or USAID), by the State, or by foundations or other private sources, all of which are of value when the Department considers a candidate for promotion and tenure. Like other departments in the school, candidates considered for tenure are expected to cover 50-60% of their salary through such outside sources of funding and to serve as the PI on at least one grant or contract.

Our faculty devote considerable time to service. A work force survey conducted by the School several years ago documented that Department faculty devoted more time to service/practice than did faculty in other departments. Our teaching expectations reflect this heavy involvement in service. As a result, we expect full time, tenure-track faculty to teach at least the equivalent of one 3-credit graduate level course. A research-track faculty member may teach less. A faculty member being considered for tenure

must document both strong performance as a teacher and success as a mentor to master's and doctoral students.

Finally, candidates for promotion must have contributed to the field through service to the public health community and to our professional associations. Historically, the Department of Maternal and Child Health has disproportionately served in leadership roles in APHA (one faculty member was President of APHA and others have chaired sections and committees), in the Association of Teachers of MCH (including two Presidents), and in other organizations. In addition, because MCH is an amalgam of many disciplines, our faculty actively participate in diverse professional associations such as the American College of Obstetricians and Gynecologists (ACOG), the American Academy of Pediatrics (AAP), and the Society of Perinatal Epidemiologic Research (SPER). Department faculty also have served as editors of professional journals and as members of editorial boards and peer review committees.

The strong national and international reputation of the Department of Maternal and Child Health reflects its scholarly approach to both research and practice, its teaching program, and its contributions to the field through service and practice. Our tenure and promotion criteria acknowledge and encourage and support the balance that we have achieved over our illustrious history.