DIVERSITY NEWS: Registration is now open for the AAMC 2012 Minority Faculty Career Development Seminar, September 7-10 in Chicago, IL. Target audience is 'junior faculty (senior fellows, instructors, and assistant professors) who are members of underrepresented racial and ethnic minority groups and who aspire to leadership positions in academic medicine.' Details at https://members.aamc.org/eweb/DynamicPage.aspx?webcode=MeetingProfile&evt_key=7E05C5C4-D7E9-41E2-94D7-E705BCC8EB42

Interested participants and sponsoring departments should contact Dr. Janet F. Williams ASAP to split the participation costs $$$ with the SOM Office of the Associate Dean for Faculty and Diversity.

FAQs:

- What is Juneteenth?
  - This portmanteau of June and nineteenth is a ‘state holiday’ also known as Freedom Day or Emancipation Day, honoring African American heritage. Although Abraham Lincoln issued the Emancipation Proclamation on September 22, 1862, effective
January 1, 1863, it had minimal immediate effect on most slaves’
day-to-day lives, particularly in the Confederate States. Texas
was particularly resistant until Union General Gordon Granger
and 2,000 federal troops arrived in Galveston to take possession
of Texas and enforce the emancipation of its slaves. On June 19,
1865, from the balcony of Ashton Villa, Granger read “General
Order No. 3” proclaiming that, ‘in accordance with a proclamation
from the Executive of the United States, all slaves are free,
meaning an absolute equality of personal rights and rights of
property between former masters and slaves, and the connection
heretofore existing between them becomes that between
employer and hired labor.’

- **Why wasn’t this FACULTY Facts & FAQs newsletter
  distributed on Juneteenth?**
  - Lots of unanticipated delays arose (rain, sleet and dark of night),
    so we are sending it now! Thank you for your patience!

- **Why didn’t my good friend with my same title get the
  FACULTY Facts & FAQs newsletter?**
  - We continue to update our mailing list as soon as we become
    aware of errors and omissions, so please give us a ‘shout out’ to
    all your friends missing our news! We depend on **YOU**
    communicating with ‘us and them.’ Uncle SAM wants **YOU**

- **When does the tenure clock start and what if someone was
  on tenure track elsewhere before appointment here? Does
  that time count?**
  - The tenure clock starts ticking at the first September 1 of a
    UTHSCSA faculty appointment to the tenure track. If appointed
    after a 9/1 start date, for example in November of a year, the
    appointee’s months of time until a 9/1 occurs do not officially
    count on the tenure clock, but certainly their accomplishments
    would count toward being granted tenure. Work while on the
    tenure track at another institution is also not counted as far as our
    tenure clock, but would be documented on their CV, building the
    case for appointment to the tenure track plus their legacy of
    accomplishments that promise to continue. A faculty member
    must ‘go up for the tenure decision’ during their 8th year with the
rule being they must have the PTAC tenure determination by the 9th fiscal year of their appointment. Prior accomplishments may form the basis for requesting a PTAC determination about tenure prior to the eight appointment year.

**FOLLOW-UP from MAY FACULTY Facts & FAQs NEWSLETTER ANNOUNCEMENTS:**

1. Faculty packets for **reappointing ADJUNCT FACULTY without salary** for Fiscal Year 2013 – Action is well underway! The ultimate DEADLINE is the 29th!!! THANK YOU for adhering to the tight schedule this month or for at least trying to adhere to the schedule, so this office has not had to process 1200 reappointments on the same day. Keep those cards and letters coming our way!!! Don’t forget initial appointment packets for Adjunct Faculty without salary are due July 6, if at all possible.

2. Six-month notice to those faculty members due for POST-TENURE EVALUATION early in 2013 – All departments have now received their list of faculty due PTE, and the 6-month notices should have been sent, so evaluations can be completed by February 1, 2013, allowing time for the appeals process, when applicable. SEE PTE update in May 25th Newsletter.

3. Faculty PTAC packet preparation in electronic format for review in plenty of time before the PTAC deadline of October 1, 2012 – As you know, this was delayed, but here it is NOW below.....

**Preparing this year’s faculty PTAC packets for SOM Dean’s Office electronic review this year:** Click here instructions to guide you through the use of Adobe Professional to convert the ‘traditional’ paper PTAC packet into an easily navigated electronic packet that will then be submitted for posting on the
secure Medical Dean’s office SharePoint site. At this point, it is **essential for all packets to be processed using a PC computer** until we fully confirm there are no Mac processing differences. Thank you. Each department will soon be asked to identify who will be the contact regarding the use of SharePoint for packet review.

**THE CALENDAR:** For the second half of 2012, please see the EO/AAO out-of-office schedule attached to the May 25 Newsletter.

**CONTACTING THIS OFFICE:** Please direct your correspondence as follows:

- **sfap@uthscsa.edu** for all items related to Faculty Appointments, including faculty packet issues, verifications and routing. Ana Delgado and I have access to this mailbox, so no need to cc any of us when emailing to this box.

- **FacultyDiversity@uthscsa.edu** for items specific to Faculty and Diversity, such as the Faculty Facts and FAQs Newsletter. Ana Delgado and I have access to this mailbox, so no need to cc either of us when emailing to this box.

- **JAWilliliams@uthscsa.edu** for all personal/professional emails not related to the above

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Janet F. Williams, M.D., FAAP  
Associate Dean for Faculty and Diversity  
School of Medicine Office of the Dean  
University of Texas Health Science Center  
7703 Floyd Curl Drive, MD 7790  
San Antonio, TX 78229-3900  
Assistant: Ana Delgado – DelgadoAP@UTHSCSA.edu  
Office: (210) 567-4774  
FAX: (210) 567-0218  

**SOM Faculty and Diversity Office Website:** [http://som.uthscsa.edu/diversity](http://som.uthscsa.edu/diversity)