

# **POLICIES, PROCEDURES AND GUIDELINES**

Baylor  
College of  
Medicine®

NATIONAL SCHOOL OF  
TROPICAL  
MEDICINE



**July 29, 2022**

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**EXECUTIVE SUMMARY**  
**POLICIES, PROCEDURES AND GUIDELINES**  
**NATIONAL SCHOOL OF TROPICAL MEDICINE**  
**BAYLOR COLLEGE OF MEDICINE**

The National School of Tropical Medicine (NSTM and School) established in August 2011 is one of the four schools of Baylor College of Medicine (BCM). The mission of the NSTM is to train health scientists and providers, develop new technologies (e.g., vaccines, drugs and diagnostics) to treat and prevent Neglected Tropical Diseases (NTDs), and shape global public policies to effectively deliver new and appropriate technologies for diseases affecting the poorest people around the world, including those in Texas and the United States.

These guidelines (Guidelines) describe the basic principles by which the NSTM achieves its objectives and the processes established to ensure those principles are consistently carried out. The Guidelines are divided into three major sections:

**Section I: Administration and Governance:** This section includes the NSTM mission, vision, external advisory board, organizational structure, and committee composition within the academic governance structure and committees' responsibilities.

**Section II: Academic Programs, Regulations, and Student Conduct:** This section describes the academic programs including those under development, admissions requirements, academic regulations (e.g., attendance, grade changes, withdrawal from the program, and student grievance policy), and student conduct.

**Section III: Faculty Responsibilities and Appointments:** This section covers faculty responsibilities in education, research, and clinical services. It also includes specifics of NSTM faculty membership (i.e., core, affiliate, and collaborative) and, primary, secondary, and adjunct appointments.

The School is in the process of developing a variety of basic, clinical, biotechnology educational programs to train a new generation of scientists and health professionals. As the School continues to grow, the Guidelines will evolve to reflect changes in administration, governance, academic programs, academic regulations, as well as student, faculty, and staff responsibilities. The Guidelines aim to provide a framework in which the NSTM operates and is not meant to be comprehensive in describing all BCM policies and procedures; hence, readers should refer to the [College-Wide Policies, Procedures and Guidelines](#) for items not covered here.

**NOTE:** Baylor College of Medicine is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award masters and doctorate degrees. Questions about the accreditation of Baylor College of Medicine may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern

Lane, Decatur, GA 30033-4097, by calling 404-679-4500, or by using information available on SACSCOC's website ([www.sacscoc.org](http://www.sacscoc.org)).

**POLICIES, PROCEDURES AND GUIDELINES**  
**NATIONAL SCHOOL OF TROPICAL MEDICINE**  
**BAYLOR COLLEGE OF MEDICINE**

The National School of Tropical Medicine (NSTM) at Baylor College of Medicine is the first school in the United States solely committed to addressing the world's most pressing tropical disease issues. The School applies strong traditions in basic, translational, and applied biotechnology research by the BCM faculty and staff, in partnership with Texas Children's Hospital Center for Vaccine Development and the Department of Pediatrics, Section of Pediatric Tropical Medicine.

**SECTION I: ADMINISTRATION AND GOVERNANCE**

**ARTICLE 1 ADMINISTRATION**

- 1.1 Vision** – The vision of the National School of Tropical Medicine at Baylor College of Medicine is to harness the scientific capacity of the Texas Medical Center and apply it towards solving global health problems affecting the world's poorest people, including inhabitants of Texas and the United States.
- 1.2 Mission** – The mission of the National School of Tropical Medicine, the first school in the U.S. solely committed to solving the world's most pressing tropical disease issues is to:
- Train the next generation of global health scientists and global health care providers in the area of tropical medicine.
  - Establish capabilities and core competencies for the discovery, development and delivery of a new generation of appropriate global health technologies - vaccines, drugs and diagnostics -for the world's major tropical diseases, NTDs, and other neglected infections of poverty.
  - Establish and enhance capabilities to treat and prevent NTDs including NTDs in Texas.
  - Provide training that will lead to the shaping of public policy around the delivery of new and appropriate technologies for tropical diseases affecting the poorest people in low income countries.
- 1.3 External Advisory Committee** – The External Advisory Committee is comprised of members from leading academic organizations (e.g., top-tier higher education institutions and the Association of American Medical Colleges) and tropical medicine physician scientists and researchers as well as biotechnology scientists and policy makers. The committee members assist the NSTM in accomplishing its mission to solve the world's most pressing tropical disease issues. The charter of the members of the External Advisory Board includes:



- Acting as advocates for the NSTM.
- Bringing perspectives from the public sector, industry, national laboratory, or university they represent to the NSTM strategic planning process.
- Assisting the NSTM in the continuous evaluation of objectives.
- Providing feedback on student learning outcomes assessment.
- Evaluating curricula and provide suggestions for improvement.
- Partnering with the NSTM as guest lecturers and seminar participants.

#### **1.4 Organizational Structure** – The NSTM is the academic home for tropical medicine education, clinical, and research programs (see figure 1: NSTM Organization Chart).

##### **1.4.1 Dean** – The Dean is the chief executive officer of the NSTM. The Dean:

- Serves as a leader and the international face of the School.
- Represents the NSTM in Academic Council.
- Appoints committees (e.g., Education Executive Committee, Admissions Committee, and Curriculum Committee) within the NSTM academic governance structure.
- Recommends new NSTM programs or significant changes in existing programs to the Academic Council for consideration.
- Provides a letter of support to department for the nomination of individuals for faculty appointments and promotions to the College Faculty Appointments and Promotions Committee.
- Collaborates with the Office of Public Affairs to promote NSTM internally and externally.
- Collaborates with the Office of Development, Center for Globalization, Office of the President, and various departments to obtain financial support from public and private sources for the NSTM and its programs.
- Develops and evaluates all components of the NSTM budgets.
- Pursues extramural grants and contracts in support of the mission of the NSTM.
- Serves as a liaison between the NSTM, the medical, graduate and health professions schools within Baylor College of Medicine and other programs within the Texas Medical Center, the State, the United States, and internationally.

##### **1.4.2 Associate Dean** – The Associate Dean, the chief operating officer, supports the Dean and leads the implementation and evaluation of the mission of the NSTM. The Associate Dean:

- Assumes administrative responsibilities for the education, research, and clinical programs.

- Reviews all policies on a regular basis to ensure relevance and continued applicability to changing circumstances and recommends needed changes.
- Manages space allocated to the NSTM.
- Implements and administers the budgets.
- Represents the NSTM in various College committees.
- Represents the Dean in his or her absence.

**1.4.3 Assistant Dean, Faculty & Academic Development** – The Assistant Dean provides vision and oversight of faculty development, including determining appropriate resources and training to facilitate faculty growth. The Assistant Dean:

- Provides leadership in faculty development by designing a program to assist faculty at all career stages.
- Plans, develops, and manages faculty initiatives incorporating the latest research in teaching and learning.
- Identifies and develops faculty development events, workshops, programs, seminars, faculty learning communities, and conferences designed to improve teaching and learning.
- Creates a culture of teaching excellence.
- Consults with Dean, Associate Dean, and faculty members regarding faculty development issues and needs.
- Works collaboratively with the other leadership in Baylor College of Medicine to identify faculty development and training opportunities.

**1.4.4 Assistant Dean, Education & Student Affairs** – The Assistant Dean oversees academic program development and student life. The Assistant Dean:

- Conducts needs assessment to identify academic programs that align with the mission of the School.
- Develops academic programs and collaborates with faculty to design curriculum.
- Works collaboratively with Marketing/Communications to promote academic programs locally and internationally.
- Supports student learning outcomes assessment for continuous improvement
- Represents NSTM in various committees.
- Provides academic advising, counseling, and resources to promote academic, intellectual, and personal well-being of all students.
- Collaborates with college level Student Affairs Office to respond to personal, health, psychological, and academic problems as needed
- Maintains discipline in the programs and handles student complaints and emergencies.

**1.4.5 Director of Medical Education** – The Director of Medical Education oversees the development, direction, and coordination of all medical education activities. The Director of Medical Education:

- Administers the medical education programs in accordance with the overall objectives of the NSTM.
- Aligns programs that enroll medical students with medical school policies and mission.
- Promotes assessment of student learning outcomes and works with faculty members to identify changes to improve student learning.
- Provides leadership in the development of medical education and recommends policies.
- Participates in academic program review.
- Selects and recruits speakers to meet specific educational needs.

**1.4.6 Director of Tropical Medicine Teaching Laboratory** – The Director of Tropical Medicine Teaching Laboratory oversees the general operation of the teaching laboratory. The Director of Tropical Medicine Teaching Laboratory:

- Oversees health and safety standards in the teaching lab.
- Ensures proper and safe operation of equipment.
- Ensures laboratory spaces comply with appropriate health and safety regulations.
- Evaluates the needs for supplies and coordinate with teaching lab manager to order laboratory and teaching supplies.
- Designs and sets up laboratory exercise; consults with faculty on demonstration needs and initiates setups.
- Supervises lab teaching assistants/interns or other support staff.
- Advises students on proper techniques for laboratory analyses.

**1.4.7 Director of Undergraduate and Graduate Education** – The Director of Undergraduate and Graduate Education oversees the success of undergraduate and graduate education. The Director of Undergraduate and Graduate Education:

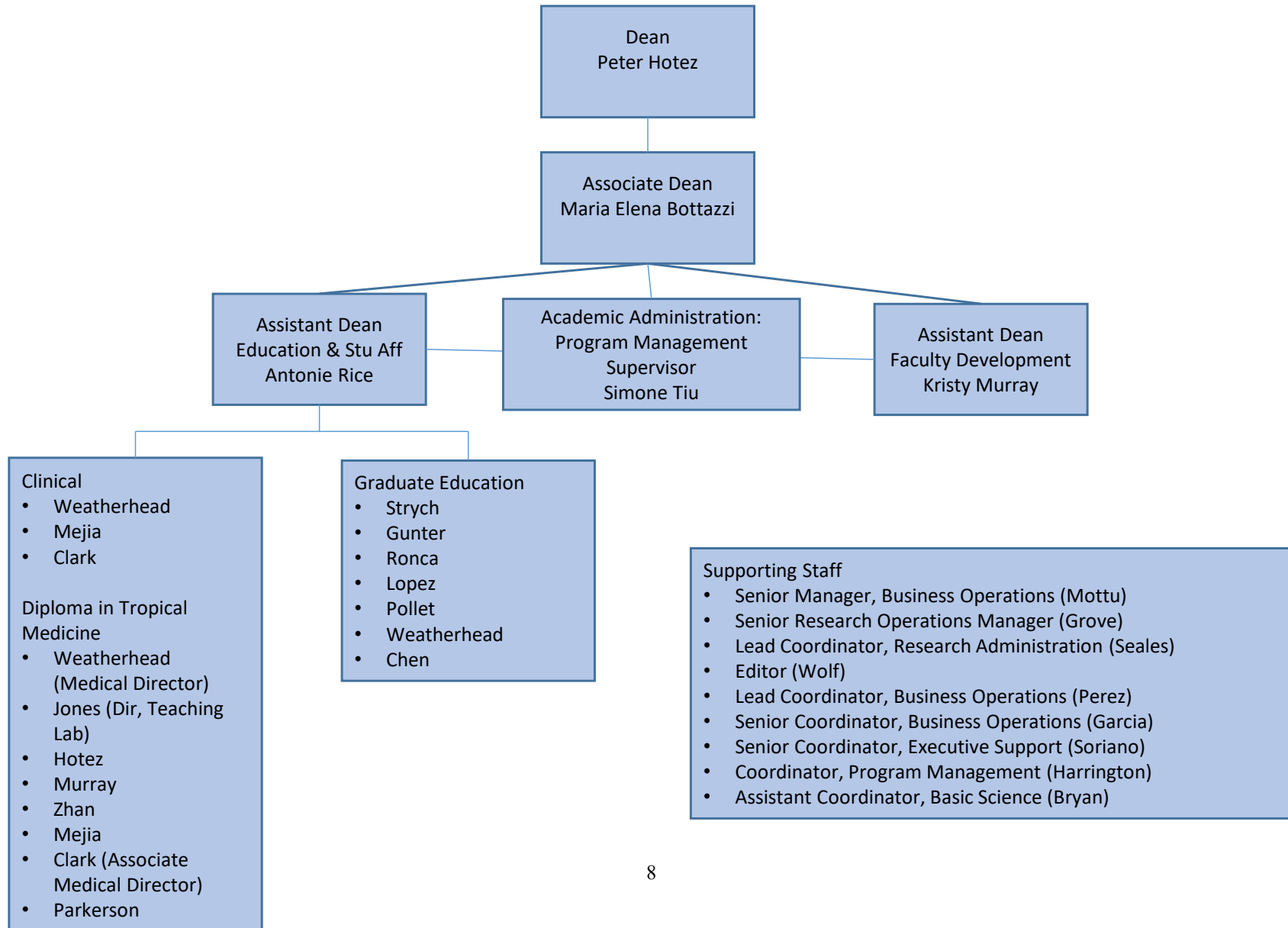
- Acts as a liaison with regional undergraduate institutions to develop educational programs in tropical medicine.
- Coordinates research activities for undergraduate visitors to NSTM.
- Administers graduate programs in accordance with the overall objectives of the NSTM.
- Aligns programs that enroll graduate students with Graduate School policies and mission.
- Aligns programs that enroll students with School of Health Professions policies and mission.
- Provides leadership in the development of graduate programs and recommends policies.

- Promotes assessment of student learning outcomes and works with faculty members to identify changes to improve student learning.
- Participates in academic program review of graduate programs.
- Serves on the Education Executive Committee.

**1.4.8 Academic Administrator** – The Academic Administrator oversees various administrative functions of the NSTM. The Academic Administrator:

- Develops policies and procedures within NSTM that coincide with the mission of Baylor College of Medicine.
- Works with all the directors to develop the assessment process, collects assessment data, and prepares assessment reports.
- Provides advisory recommendations to the Dean and Associate Dean on all academic curriculum matters.
- Oversees the development and implementation of academic strategic planning.
- Coordinates academic program review, assessment, and accreditation, and works with the Dean and Associate Dean in the review, study, and development of curriculum and in the improvement of instruction.
- Works in close cooperation with the faculty and any faculty governance bodies within NSTM, as well as with members of the College.
- Acts as a liaison with internal and external constituents in order to accomplish educational goals in the recruitments and retention of students and faculty.
- Develops processes that align with the accreditation standards established by the Southern Association of Colleges and Schools (SACS).

Figure 1. NSTM Organizational Structure



## **ARTICLE 2. ACADEMIC GOVERNANCE**

The various committees described below represent the academic governance structure of NSTM. In order to properly conduct business in the name of a committee, the chair or co-chair via delegation by the chair and a quorum defined as a simple majority of the entire membership must be present. As the School continues to grow, committee composition and responsibilities will evolve to respond to the changing needs of the School.

**2.1 Education Executive Committee** – The Education Executive Committee is chaired by the Assistant Dean of Education and Student Affairs and includes the Director of Medical Education, Director of Undergraduate and Graduate Education, Director of Tropical Medicine Teaching Laboratory, Program Directors, Chairs of the Admissions Committee and Faculty Appointments, Promotion and Tenure Committee, faculty members, and Academic Administrator. The Committee:

- Sets academic standards for all education programs in alliance with BCM’s policies.
- Recommends policies regarding the governance of education programs.
- Monitors the quality of existing programs and identifies areas for improvement.
- Oversees the assessment of student learning outcomes to ensure continuous improvement.
- Develops new programs and recommends strategies to promote new programs internally and externally.
- Reviews student appeals and grievances as specified in the NSTM Policies, Procedures and Guidelines.

**2.2 Research Executive Committee** – The Research Executive Committee is chaired by the Dean and co-chaired by the Associate Dean and includes the Assistant Dean of Faculty and Academic Development, and faculty representatives from Field Research, NSTM Research, and Pediatrics Tropical Medicine Research. The Committee:

- Ensures all research activities comply with the Office of Research policies.
- Assesses research and laboratory space and equipment needs as part of capital planning.
- Evaluates research and laboratory space needs to ensure flexibility and efficient use of existing space as well as proposed new space.
- Evaluates potential students/researchers on their skills, aptitudes, field of study, rotations, and thesis/dissertation.

**2.3 Clinical Executive Committee** – The Clinical Executive Committee is chaired by the Director of Medical Education and includes physicians from BCM and TCH. The Committee:

- Develops benchmarks to measure the effectiveness of clinical outcomes provided by the Tropical Medicine Clinic.
- Recommends changes to improve clinical outcomes.
- Reviews operation of the clinic and recommends changes to improve efficiency.

**2.4 Admissions Committee** – The Admission Committee is comprised of senior NSTM faculty members appointed by the Dean. The Admissions Committee:

- Reviews applications and recommends acceptance to the Dean.
- Makes recommendations on policies concerning the admissions process and align to BCM's policies and procedures.
- Reviews admissions requirements as outlined in the application materials for accuracy and consistency.

**2.5 Curriculum Committee** – The Curriculum Committee is chaired by Assistant Dean of Education and Student Affairs. Committee members include the Associate Dean, Director of the Teaching lab, program directors and an ex-officio member from the academic administration team. The Curriculum Committee:

- Provides oversight, guidance, and evaluation of the curricula for NSTM programs.
- Reviews all course changes, including the creation of new courses and modification or deletion of existing courses.
- Oversees curriculum planning, scheduling, and development.
- Reviews results of course assessments and recommends programmatic changes and/or changes involving significant budget implications to the Education Executive Committee.

**2.6 Curriculum Sub-Committee** – The Curriculum Sub-Committee is chaired by the program director. Committee members include two or more faculty members and an ex-officio member from the academic administration team. The Sub-Curriculum Committee:

- Oversees program curriculum planning and development.
- Updates and revises the curriculum to stay current with new knowledge and discovery.
- Assesses teaching effectiveness and student learning outcomes.
- Documents and implements changes to improve student learning outcomes.
- Reports back to the Curriculum Committee regarding enrollment, retention, student performance, and assessment results.

**2.7 Faculty Appointments, Promotion and Tenure Committee** – The Faculty Appointments, Promotion and Tenure Committee is comprised of faculty members appointed by the Dean. The Faculty Appointments, Promotion and Tenure Committee makes recommendations to the Dean in accordance with the current BCM Faculty Handbook on issues related to appointments, promotions, tenure, and termination.

Complete information on policies and procedures regarding appointments, promotions, tenure, and terminations is available on the [Academic & Faculty Affairs website](#).

**2.8 Administrative and Policy Committee** – The Policy Committee is chaired by the Dean and includes chairs of the NSTM committees, and Academic Administrator. The Administrative and Policy Committee:

- Reviews recommendations of new NSTM policies and policy changes.
- Approves new policies and changes with input and support from faculty members.
- Ensures that the NSTM Guidelines are up-to-date and reviewed regularly.

## **SECTION II: ACADEMIC PROGRAMS, REGULATIONS, AND STUDENT CONDUCT**

### **ARTICLE 3. ACADEMIC PROGRAMS**

#### **3.1 Medical Education**

**3.1.1 Diploma in Tropical Medicine** – The Diploma in Tropical is an intensive non-degree program consisting of four didactic modules and one hands-on laboratory course. The participants are composed of third- and fourth-year medical students and healthcare professionals (e.g., MD, DO, PA) with clinical experience. The diploma program is offered once a year in the winter. Completion of this program will provide the participants with a Diploma in Tropical Medicine and will prepare participants to sit for the American Society of Tropical Medicine and Hygiene (ASTMH) CTropMed®--Certificate of Knowledge in Clinical Tropical Medicine and Travelers' Health. To earn the diploma all four modules and the laboratory course must be successfully completed within 36 months.

#### **3.2 Graduate Education**

- 3.2.1 Certificate in Tropical Health & Biotechnology** – Under development.
- 3.2.2 Master of Science in Tropical Health & Biotechnology** – Under development.
- 3.2.3 Doctor of Philosophy in Global Health Technology** – Under development.
- 3.2.4 Diploma in Tropical Nursing** – Under development.
- 3.2.5 Master of Science in Tropical Medicine** – Under development.
- 3.2.6 Doctor of Philosophy in Tropical Medicine** – Under development.

#### **3.3 Policy Education**

- 3.3.1 Certificate Programs** – Under development.

#### **3.4 Undergraduate Education**

- 3.4.1 Certificate Programs** – Under development

#### **3.5 Seminars, Workshops, and Symposiums**



In addition to offering certificates and degree programs, the NSTM also conducts workshops, seminars, and symposiums to educate health scientists, health providers, and the public about tropical medicine, raise awareness of NTDs, and promote meaningful dialogues concerning public policy.

**3.5.1 Seminar in Tropical Medicine** - The Seminar in Tropical Medicine is a series of weekly lectures on the latest issues in tropical medicine and global health policy delivered by professors of Texas Medical Center institutions, including Baylor College of Medicine, Rice University, University of Texas Medical Branch, and the University of Houston.

**3.5.2 Tropical Medicine Summer Institute** - The Summer Institute is an introductory two-week course designed in collaboration with Baylor University Pre-health Programs for undergraduate students who are interested in exploring their interest in tropical medicine. The Summer Institute offers daily lectures in the field of tropical medicine, covering topics in global health, epidemiology, public health, infectious diseases, parasitic diseases, neglected tropical diseases, and hands-on laboratory experience.

**3.5.3 Vaccine Biotechnology Conference** – The NSTM conducts a vaccine biotechnology conference which brings together a mix of academicians, researchers, and pharmaceutical, biotech and diagnostics industry professionals to share experience and foster collaborations across industry and academia.

**3.6 New Program Development** – An academic program is defined as a course of study that leads to the award of academic credit. To develop a new program, NSTM faculty members meet with the Education Executive Committee to explain the need for the program, discuss strengths of the proposed program in the context of similar programs at peer institutions, and explain the prospects of job availability for graduates of the program before preparing a proposal. The proposal must include the program’s goals, learning objectives, admission requirements, faculty resources, facilities, financial support, expected enrollment, accreditation considerations (e.g., substantive change approval by the Southern Association of Colleges and Schools), and career opportunities for graduates. The Education Executive Committee and the Curriculum Committee review the proposal and determine if the proposal should be accepted. Once a proposal is accepted, it must be approved by the following:

- Dean, NSTM
- BCM’s Provost
- BCM’s Academic Council
- BCM’s President
- BCM Board of Trustees

## **ARTICLE 4. ACADEMIC ADMISSIONS**

- 4.1 Admissions** - The NSTM follows the College admissions process; specific admission requirements for degree programs are under development.

#### **4.1.1 Diploma in Tropical Medicine Admission Requirements**

The Diploma in Tropical Medicine program courses are designed for physicians, physician assistant or those in training and are therefore limited to:

- Third- and fourth-year medical students.
- Physician assistants and students in the physician assistant programs.
- Healthcare professionals such as nurse practitioners with clinical experience.
- Those holding an M.D. or D.O. degree including physicians, residents, fellows, and postdoc fellows.
- Note: Non-clinical students could take module 1 (Epidemiology, Public Health) and module 4 (Application of Travel and Tropical Medicine).

Applicants must complete the following by the application deadline:

- **Online Application** – Applicants need to complete the online application for the Diploma in Tropical Medicine. The online application may be completed in multiple sessions. The applicants will be asked to provide information related to academic qualifications, research and work experience, honors, awards, scholarships, and publications. In addition, the applicants need to provide (a) a personal statement explaining the reason for pursuing a Diploma in Tropical Medicine course and (b) an international experience essay describing relevant prior experience within developing countries or the anticipated relevance of this program if the applicants have no prior international experience.
- **Letters of Recommendation** –
  - Baylor School of Medicine and Health Professions students do not need to provide letters of recommendations.
  - Baylor Graduate School of Biomedical Sciences students need to provide a letter of support from the school.
  - Baylor employees need to provide two letters of recommendations.
  - Non-Baylor applicants need to provide three letters of recommendation.
- **Transcripts** – Transcripts are not required for Baylor students. All other applicants need to submit official transcripts (official transcripts required from non-physicians; copy of medical diploma and license from physicians). Note: medical license information will be verified.
- **English Proficiency Requirement (for foreign applicants)** – Applicants whose native language is not English are required to score a minimum on the TOEFL (100/600) or IELTS (6.0) exams taken within the last two years. The TOEFL/IELTS requirement is waived for individuals who have received a degree from a U.S. university. For foreign

medical graduates, ECFMG certification can be used to fulfill the English proficiency requirement.

Note: Once admitted, students do not need to reapply again to enroll in a different session.

**4.1.2 Module Exemption** – Students may be granted an exemption from a module required for the Diploma in Tropical Medicine, provided they can demonstrate to the School competence in the learning objectives of the module. For instance, a student may be exempt from taking Module 1 if the student can present a valid diploma for MPH from an accredited US or foreign university. If no diploma is available, a letter from the accredited university registrar must be sent to the School directly confirming degree.

**4.2 Course Exemption** – Students may be granted an exemption from a course provided they can demonstrate to the School competence in the learning objectives of the course. The Dean or qualified faculty member shall evaluate the student's transcript, work experience, certification, prior knowledge or skill set to determine if exemptions can be granted.

**4.3 Non-discrimination Policy** – The College and the NSTM admit students of any race, religion, sex, marital status, sexual orientation, color, national or ethnic origin, disability, or age to all the rights, privileges, programs, and activities generally accorded or made available to students at the School. It does not discriminate on the basis of race, religion, sex, marital status, sexual orientation, color, national or ethnic origin, disability or age, in administration of its educational policies, admission policies, scholarship and loan programs, and other school-administered programs.

Note: Visit <https://www.bcm.edu/about-us/diversity-equity-and-inclusion/policies> for BCM Diversity and Inclusion Policy.

**4.4 Tuition and Fees** – Tuition and fees are prepared and recommended by NSTM, presented to the Finance Department and then approved by the Office of the President each academic year. Information on tuition and fees is available on the NSTM website.

**4.5 Scholarship Policy** – A scholarship is defined as a grant made to support a student's education. The Scholarship Committee reviews all scholarship applications and will apply criteria such as academic performance, financial needs, geographic distribution and personal qualities in selecting scholarship recipients and determining the amount of scholarship awarded. Scholarship recipients will be notified of the Committee's decision in within 30 days after the scholarship deadline.

**4.6 Financial Responsibility** – Students attending the College assume responsibility to pay all College-related expenses not covered by financial aid awarded by the College. Students are expected to conduct their financial affairs in such a manner that their personal accounts and outstanding loans through the College remain current. Students who withdraw from the College must make arrangements to meet all outstanding financial obligations to the College.

## ARTICLE 5. ACADEMIC REGULATION

- 5.1 Attendance** - Students are expected to attend all scheduled activities for all the classes for which they are registered. Any absence, regardless of the reason, prevents students from getting the full benefit of the courses. Students who anticipate missing one or more class periods should contact the faculty member ahead of time. Regardless of the reason for the absence, students are responsible for learning the material presented in class. Faculty members should notify students in writing the attendance requirement the first day of class, preferably in the course syllabus.

Note: Students are expected to maintain accurate and up-to-date location/address information and emergency contact information. Location/address updates and emergency contact updates can be made in the CAMS student portal.

- 5.2 Leave of Absence** – The Leave of Absence (LOA) policy typically applies to students pursuing a degree program. Degree seeking students may request an administrative LOA or a medical LOA. Currently, the NSTM does not offer degree programs. Students in the Diploma in Tropical Medical should adhere to the attendance policy outlined by the faculty members.

- 5.3 Withdrawal from the Program** – An academic program is defined as a course of study that leads to the award of academic credit. A student who wishes to withdraw from the NSTM programs must inform the respective Program Director in writing requesting withdrawal. The student shall remain responsible for tuition and fees and must make arrangements to meet all outstanding financial obligations to the College. The official academic record of a student who does not officially withdraw from the College will not be released until the student has obtained required departmental signatures on the clearance process (checkout) form and finalizes the procedure in the Office of the Registrar.

- 5.4 Reinstatement** – A student who wishes to be re-admitted to the College should apply in the same way as any new applicant. The respective program shall have available the student's entire permanent record at the College. The Admissions Committee may request any additional information which might help them in their decision. This might include documentation of additional academic and work experience, medical and psychiatric data, etc. This procedure is applicable to the following:

- Students dismissed for academic reasons
- Students dismissed for nonacademic reasons
- Students who have withdrawn from Baylor College of Medicine

- 5.5 Cancellation Policy**– The NSTM reserves the right to cancel a class or module when the minimum enrollment is less than ten students. Students will be notified of the cancellation 30 days before the class or the module begins; if students already made payment, a refund will be mailed or a credit issued on the credit card used.

**5.6 Credit Hour Assignment** – The NSTM offers some coursework for continuing professional development, not for academic credit.

Note: Visit <https://www.bcm.edu/education/academic-faculty-affairs/academic-policies> for most updated BCM Credit Hour Policy.

**5.7 Grading Policy** – The NSTM certificates are Pass or Fail programs. In general, to pass a diploma program, students must pass both the practical and written portions of the course and obtain an overall score of 70 or above.

Note: Currently, NSTM does not offer degree programs. When NSTM begins to offer degree programs, a more detailed grading system such as the following will be utilized.

Grade	Score Range	Description
A	90-100	Excellent
B	80-89	Good
C	70-79	Passing
D	60-69	Unsatisfactory
F	Below 60	Failure
I	na	Incomplete
P	70 or above	For Pass or Fail Courses

**5.8 Final Exam**

All students must take the final exam on the scheduled date. No exceptions are made unless a student lives 100 miles from campus or a direct conflict with test date. If a student has a scheduling conflict with the scheduled exam date and time, student must provide written proof of conflict and get it approved by course director to take exam at an agreed scheduled time. No other exceptions will be made regarding taking the exam early.

**5.9 Drop Policy**

**Drop Policy for Students:**

- Students from another institution who enroll in a course offered by the National School of Tropical Medicine must abide by the drop policy of their respective institutions.
- Four-week long courses may be dropped up to 5th class day.
- Two-week long courses may be dropped up to the 2nd class day.
- One-week long courses may be dropped on the first day of class.
- Seminar courses may be dropped during the first two weeks.
- Students must complete the course withdrawal form (available at <https://www.bcm.edu/education/registrar/forms>) by the end of the drop period.
- Requests to consider dropping after the drop date, due to extenuating circumstances, may be considered only upon completion of the late add/drop form (available at <https://www.bcm.edu/education/registrar/forms>). Completion of the form requires

approval by 1) Course Director and 2) Assistant Dean of Education and Student Affairs.

**Drop Policy for Health Professionals (e.g., MDs, DOs, NPs) taking Courses for Professional Development:**

- Courses may be dropped prior to and during the course.
- Attendees must inform the course director in writing their intent to drop the course.
- When applicable tuition will be refunded according to the refund policy posted on NSTM website (<https://www.bcm.edu/education/schools/national-school-of-tropical-medicine/education/diploma-tropical-medicine/admissions>).

**5.10 Grade Changes** – Grades submitted by the faculty member become final on the official date that grades are due each term. Other than numerical errors, grade changes are discouraged. A request to change grade must be submitted in writing by the course instructor, with approval of the Assistant Dean of Education and Student Affairs within two terms of the recording of final grade. The request must specifically state the reason for the change. A student who has concerns about grades or evaluation of his or her academic performance should discuss with the faculty member who has ultimate authority over grades and evaluations.

Note: Visit <https://www.bcm.edu/education/academic-faculty-affairs/academic-policies> for grading policies from other schools.

**5.11 Course Evaluation** – To enhance the quality of academic programs, course evaluations are administered at the end of each course to gather student feedback. Course evaluation results are shared with the course directors for continuous improvement. The Education Executive Committee and Curriculum Committee will consider course evaluation results in preparation for an external review of the NSTM programs every five years.

**5.12 Student Records** – The Office of the Registrar is responsible for maintenance of all official academic records of students. The College's policy regarding creation and maintenance of student records is based upon practices recommended by the American Association of American Collegiate Registrar's and Admissions Officers. It is institutional policy that the material contained in a student record is confidential, with transfer of such information within the school permissible only for legitimate academic purposes. The College complies with the provisions of both the Public Information Act and the Family Education Rights and Privacy Acts (FERPA). The Student Academic Records policy is available on the Office of Student Affairs website. For non-credit programs such as the Diploma in Tropical Medicine, student records (i.e., application, certificates of completion) are kept at the School.

Note: Visit <https://www.bcm.edu/education/academic-faculty-affairs/academic-policies> for most updated Student Records Policy.

**5.10.1 Student Access to Records**

A student may request verbally or in writing to examine his or her student academic records at the College. These records shall be made available for review by the student as promptly as possible. The academic records shall be examined in the office in which they are kept, and shall not be altered, destroyed, or removed from the office. Materials in records which relate to more than one individual will not be available for direct review, but the student shall be told the information on such academic records which relate to him or her. Former students have the same access to their academic records as those currently enrolled. The cost of photocopying or duplicating records shall be borne by the students.

#### **5.10.2 Challenge of Content Accuracy**

A student may challenge the accuracy of the student record content. In the case of a challenge, the student should meet with the faculty member or administrative official responsible for the information being questioned. The faculty member or administrative official may, through discussion with the student, concur with the challenge points and correct or delete the information accordingly. Those corrections or deletions must be made in writing. If a satisfactory solution cannot be reached, the student may appeal to the Dean.

#### **5.10.3 Faculty or Administrative Officers Access to Records**

Any review of information in the file by the faculty members or administrative officers other than those responsible for the academic records in the Office of Student Affairs requires the signature of the faculty member or administrative officer on a written form kept within the student's file. The review must include a brief statement indicating the reason for review of the record.

#### **5.10.4 Transfer of Information from Student Records**

The student shall be notified of the transfer of any information with the student file to persons or institutions other than those associated with or affiliated with the College. Such information may be transferred only:

- By reason of a valid subpoena or judicial order of a court.
- To federal or state educational agencies providing the agency requests the information in writing and specifies the purpose for acquiring the information.
- To organization responsible for the accreditation of the College.
- Upon written request of the student to persons he or she designates.

**5.13 Transcripts** – All grades and academic actions are permanently recorded on the transcript. The Office of the Registrar is responsible for handling [transcript requests](#). For non-credit programs such as the Diploma in Tropical Medicine, student records (i.e., application, certificates of completion) are kept at the School.

## **5.14 Protection of Student Privacy in Online Courses**

The National School of Tropical Medicine is committed to protecting the privacy of students who participate in online course activities. Student privacy is maintained through the use of unique credentials and security protocols that protect a student's work from unauthorized view.

### **Privacy**

The National School of Tropical Medicine complies with all requirements of the Family Educational Rights and Privacy Act (FERPA) and is committed to protecting the privacy of a student's educational record regardless of delivery method. Faculty and staff are trained on their responsibilities and what constitutes the unauthorized release of confidential records or information. Because an online environment creates a record of student activity, it is subject to FERPA privacy rights.

### **Security**

The College uses Blackboard, a web-based course management system, for online course activities. Blackboard uses SSL (Secure Sockets Layer), a security protocol, to encrypt data transmission between the Blackboard server and an individual user's browser. This technology ensures a secure connection as well as the secure exchange of information within Blackboard. Access to Blackboard is restricted to individuals who have been issued a unique username and password for the system by the College. The identity verification process for accessing Blackboard includes the use of a secure portal with a secure login and user-selected password.

The office of Assistant Dean for Education and Student Affairs oversees and grants appropriate access to both faculty and students for each specific Blackboard course. Faculty may only access information associated with the specific courses they teach. Students are enrolled in only those courses for which they have paid tuition. A select number of staff with legitimate educational and technical roles also have access to courses. Guest access to online courses is not permitted.

Student submissions within Blackboard can only be viewed by the individual student, the course instructor, Academic Coordinator, and the Teaching Assistant. A student may not view another student's assignments, assessments, grades, or any other work. Blackboard does not allow students to view each other's work except in designated open forums (e.g., discussion boards).

### **Student Responsibility**

It is the student's responsibility to keep his or her login credentials confidential. A student must not disclose his or her username and password to anyone for any reason, or record the username and password on any media without encrypting the information before recording it. In accordance with the College's [Distance Learning policy](#), the College expects each student to 1) preserve the academic integrity of distance education courses and maintain the confidentiality of course materials, including any assessments administered during the



course and/or outside the classroom setting, and 2) uphold the privacy of other students enrolled in the course, not sharing personal information divulged by another student outside the virtual classroom, discussion, forum, or assessment setting.

### **Faculty and Staff Responsibility**

In accordance with the College's Distance Learning policy, faculty providing distance learning education must instruct students on their obligation to maintain confidentiality of distance education course materials and the privacy of other students enrolled in the online course. Faculty and staff must demonstrate a commitment to confidentiality, integrity, and security to protect the privacy of students who participate in online course activities. Student records are kept private by the instructor, except in cases where academic staff access the course for a legitimate educational purpose under FERPA guidelines. Faculty and staff must also adhere to all provisions of College's Acceptable Use Policy.

Note: Visit <https://www.bcm.edu/education/education-programs/distance-learning> for BCM Distance Learning Policy

- 5.15 Student Grievance Policy** – A grievance is a complaint arising out of any alleged unauthorized or unjustified act or decision by a member of the faculty, member of the administration, or member of the staff which in any way adversely affects the status, rights, or privileges of a member of the student body. The burden of proof shall rest with the complainant.

The student should first address the individual (student, faculty, and staff) involved. If the concern cannot be resolved or is of such a nature the student is not comfortable discussing it with the party involved, the proper channel would be to go to the individual's supervisor. If the problem is not resolved informally, the student may file a formal written grievance with the NSTM using the Student Complaint Form.

The description of the complaint should be as specific as possible regarding date, place, people involved, witnesses; and remedy sought. The submission of a written complaint in good faith will not affect the student's status, rights or privileges.

Within one week of receiving the written complaint, the Dean or an appointed representative will provide the individual(s) whose actions or inactions are the subject of the grievance a copy of the written complaint, and allow him/her an opportunity to respond. If necessary, the Dean will meet with all concerned parties within two weeks of receiving the written complaint. The Dean may request oral and/or written presentations and may make independent inquiries in order to arrive at a decision regarding the grievance. Within one week after such a meeting, the Dean will make a decision as to the merits of the complaint and present a resolution to the problem. A copy of the Dean's decision will be sent to the student and the subject of the grievance. A record of all written complaints will be kept in the NSTM office.

Note: Visit <https://www.bcm.edu/education/academic-faculty-affairs/student-services/student-appeals-grievances> for most updated information BCM Student Grievances Policy.

## **ARTICLE 6. STUDENT CONDUCT**

**6.1 Academic Rules** – Honesty and integrity are essential to the academic mission of the NSTM. The following rules are promulgated in the interest of protecting the validity of the NSTM's grades and degrees and assisting students to develop standards and attitudes appropriate to academic life and the practice of health care. Violation of academic rules can result in dismissal from the College.

- No students shall receive assistance not authorized by an instructor in the preparation of any assignment, laboratory exercise, report, or examination submitted as a requirement for an academic course or rotation.
- No student shall knowingly give unauthorized assistance to another student in such preparation.
- No person shall sell, give, lend or otherwise furnish to any unauthorized person material which can be shown to contain the questions or answers to any examination scheduled to be given at any subsequent date, in any course of study offered by the NSTM, excluding questions and answers from tests previously administered when supplied by the School.
- Any persons, taking, or attempting to take steal, or otherwise procure in any unauthorized manner any material pertaining to the conduct of a class, including examinations, laboratory equipment, etc. shall be in violation of this regulation.

**6.2 Non-Academic Rules** – Any student who feels that any person's conduct or behavior is not in keeping with appropriate and acceptable behavior the areas listed below should notify relevant program directors, the Dean, or other appropriate college official depending on the nature of the offense.

### **6.2.1 Disorderly Assembly**

- No person shall assemble on campus for the purpose of causing a riot or destruction or disorderly diversion which interferes with the normal educational process and operation of the College. This does not deny any students the right of peaceful assembly in accordance with College policy.
- No person or group of persons shall obstruct the free movement of other persons about the campus, interfere with the use of College facilities or prevent the normal operation of the College.

### **6.2.2 Prohibited Behavior**

- No student shall disrupt the academic pursuits or infringe upon the privacy, rights, or privileges of others.
- No student shall push, strike, physically assault, haze or threaten any member of the faculty, staff, or student body or any visitor to the College community.

- No student shall exhibit drunken misbehavior on College property, at functions sponsored by the College or any recognized College organization.
- No student shall enter or attempt to enter any College sponsored event without required credentials for admission.
- No student shall exhibit lewd, indecent, or obscene conduct which is patently offensive to the prevailing standards of an academic community.
- No student shall interfere with or fail to cooperate with any properly identified college faculty or staff personnel while these persons are in the performance their duties.
- Dress shall be primarily a matter of individual judgment but within acceptable standards of good taste. Students are expected to be neat and clean. Students not meeting laboratory dress code or following safety procedures may be asked to leave, thereby, jeopardizing satisfactory completion of the course.
- The use, possession, or distribution of narcotics, amphetamines, barbiturates, marijuana, hallucinogens, and any other dangerous or controlled drugs, not prescribed by a properly licensed physician is strictly prohibited.
- No student shall tamper with fire safety equipment.
- No student shall set or cause to be set any unauthorized fire in or on college property.
- The possession or use of fire arms, fireworks, or explosives on college property is strictly prohibited.
- No student shall make or cause to be made a false fire alarm.
- Gambling is prohibited on college property.
- Consumption of alcoholic beverages is prohibited on College property.
- No person shall take, attempt to take, or keep in his or possession, items of college property or items belonging to students, faculty or student groups without property authorization.
- No student shall make unauthorized entry into any college building, office of other facility, nor shall any person remain without authorization in any building after normal closing hours.
- No person shall make unauthorized use of any College facility. Upon appropriate notice by College officials, authorization for the use of College facilities may be withdrawn or otherwise restricted.

### **6.2.3 Falsification of College Records**

- Students must complete all College records honestly.
- No student shall alter, counterfeit, forge, falsify or cause to be altered any record, form, or document used by the College.

### **6.2.4 Violation of Federal, State, or Local Law –** When violation of any federal, state, or local law by a student indicates that the student's continued presence on campus creates a substantial likelihood of danger to the educational process of the College, the College may institute disciplinary action.

**6.3 Review of Student Conduct** – Students are expected to abide by all the College policies that apply to them including the policies set by the NSTM. If a student violates any academic or non-academic rules, it shall be brought to the attention of the Dean or Assistant of Education and Student Affairs. The Dean, in conjunction with the Dean of Education and Student Affairs or other relevant faculty members, when appropriate, will investigate and review the allegations. If the allegations are found valid and of a serious nature, the Dean may require the student to refrain from classroom or laboratory activities or restrict contact with certain individuals. A student may be placed on administrative probation, suspended, or dismissed from the College for engaging in prohibited behavior.

Students may request reconsideration of the Dean's decision. The request must be in writing and must contain new pertinent information not originally considered in the original decision. The letter of request must be received by the Dean within one week after the student has been notified of the final decision of the Dean.

Within one week following the student's request for reconsideration, the Dean may appoint an ad hoc Review Committee composed of five College faculty members. The ad hoc Review Committee will review the Dean's decision and all pertinent information. The Committee may meet with the student to facilitate their review. The Committee will present its findings and recommendations to the Dean. The Dean will review the findings and recommendations and issue a final decision.

#### **6.4 BCM Statement of Student Rights**

BCM is committed to creating an environment for students that is conducive to academic success and academic freedom commensurate with all applicable laws and regulations. As students are not only members of the Baylor academic community but are also members of society as a whole, Baylor works to ensure that all rights, protections, and guarantees that students are assured as citizens of society are also provided to them within Baylor. Baylor College of Medicine's Statement of Student Rights aligns with the College's mission as a health sciences university that creates knowledge and applies science and discoveries to further education, healthcare and community service locally and globally. These rights embody our values of respect, integrity, innovation, teamwork, and excellence, our vision to improve health through science, scholarship and innovation and our adherence to the Institutional Code of Conduct.

Students have the right to freedom of expression within an atmosphere of culturally responsive inclusiveness and sensitivity. The free dissemination of ideas is key to promoting the academic, personal, and professional growth of Baylor students. Students have the right to a safe learning environment that is free of discrimination, violence, and harassment. Baylor seeks to provide a community of respect, open communication, collaboration, and inclusiveness.

Students have the right to due process in incidents of alleged student misconduct, and have the right to appeal decisions in this regard. Baylor strives to guarantee accuracy in academic results and decisions.

For the most updated BCM policies, procedures and guidelines, visit <https://www.bcm.edu/education/academic-faculty-affairs/academic-policies>. The website contains Diversity Policy, Student Disability Policy, Student Records Policy, Grading Policies, Course Repeat Policy, and other academic policies.

### **SECTION III: FACULTY RESPONSIBILITIES AND APPOINTMENTS**

#### **ARTICLE 7. FACULTY RESPONSIBILITIES**

**7.1 Education** – The NSTM faculty set the standards of academic excellence and students are expected to meet them. The extent to which the students meet the standards is systematically assessed at the course and program level for continuous improvement. The documentation of academic standard achievement is achieved through testing and observation of student performance. Various assessment methods (direct and indirect) are employed to measure student progress and performance. Examples of assessment methods include pre- and post-tests, written examinations, skill-based tests, faculty observations, oral presentations, student self-assessment of progress, and course evaluations.

In addition, all NSTM faculty members are expected to conduct themselves in accordance with the following guiding principles:

- Maintain currency in professional knowledge and skills.
- Ensure excellence of the educational curriculum.
- Model professionalism in all interactions with faculty, learners, patients, colleagues, and staff
- Respect all faculty, learners, patients, colleagues, and staff as individuals, without regard to race, religion, sex, marital status, sexual orientation, color, national or ethnic origin, disability, or age; and oppose observed disrespect or bias.
- Nurture learner commitment to achieve personal, family, and professional balance.
- Recognize and acknowledge expressions of professional attitudes and behaviors as well as achievement of quantifiable academic excellence.
- Respond vigorously to unprofessional behavior and indications of abuse or exploitation of faculty, learners, patients, colleagues, and staff.
- Create a safe environment in which faculty, learners, and staff can communicate their concerns.

**7.2 Research** – The NSTM faculty members are expected to participate in scholarly and research activities to enhance their professional development and contribute to their disciplines. All full-time and part-time faculty and all research qualified voluntary faculty must adhere to all Baylor College of Medicine policies with respect to the conduct of research, including, but not limited to, IRB policies and procedures, Institutional Animal Care and Use Committee policies and procedures, conflict of interest policies, and all policies related to the management of grants and contracts. This includes maintaining appropriate training in human subjects and/or animal research, grant and contract management, and submitting a Conflict of Interest disclosure annually or more often as

applicable. All full-time, part-time and research qualified voluntary faculty must submit all research related grants and contracts, regardless of funding source and location of work, through the BCM Office of Sponsored Programs. Awards must be made to BCM and all associated funding must be payable to BCM. BCM Policies and Procedures on Research are on the BCM Intranet.

- 7.3 Clinical Services** – The NSTM offers clinical services. The Director of Medical Education along with other faculty members renders clinical services in the Tropical Medicine Clinic.

#### Tropical Medicine Clinic

The National School of Tropical Medicine has established a Tropical Medicine Clinic at the Harris Health System's Smith Clinic in the Texas Medical Center in collaboration with the Department of Medicine, Section of Infectious Disease

The Tropical Medicine Clinic opened on October 6, 2011, and specializes in prevention, diagnosis and treatment of tropical diseases. The mission of the Clinic is to prevent, diagnose, and treat common and neglected tropical diseases in the Houston metropolitan population and to improve occupational health for those working in regions where tropical diseases are prevalent.

#### Pediatric Tropical Medicine clinic

The National School of Tropical Medicine has established a Pediatric Tropical Medicine Clinic at Texas Children's Hospital in collaboration with the Department of Pediatrics, Section of Infectious diseases. The Pediatric Tropical Medicine Clinic opened August 14, 2020 and specializes in the diagnosis and management of neglected tropical diseases in children.

- 7.4 Policy and Advocacy** – Public policy and advocacy represent a key fourth component of the mission of the Baylor College of Medicine National School of Tropical Medicine. NSTM and its faculty have a distinguished track record of raising awareness about the importance of neglected tropical diseases both overseas and within the United States and have organized high profile conferences and panels, as well as helped to formulate public policy on Capitol Hill, in the UK Parliament, and in the Texas State Legislature. NSTM collaborates with key public policy organizations in Houston and in Texas including the Baylor Healthcare Policy Institute, James A. Baker III Institute for Public Policy at Rice University, the Scowcroft Institute of International Affairs, Bush School of Government and Public Service, Texas A&M University, and The Academy of Medicine, Engineering, and Science of Texas.

## **ARTICLE 8. MEMBERSHIP AND APPOINTMENTS**

- 8.1 Subject Matter Experts** – The National School of Tropical Medicine accepts membership application from individuals who have expertise in tropical medicine in academia,

government, and industry. Members cannot hold a rank higher than what they hold at their home institutions. The criteria for membership acceptance are:

- The applicant must demonstrate expertise in tropical medicine in research, education, and/or clinical care.
- The applicant must be willing to contribute to the NSTM in teaching, presentation of lecturers/seminars, research, or clinical activities.

Depending on the institutions with which the subject matter experts are associated, members are classified into one of the three categories:

**8.1.1 Core Members** – Members from the NSTM main core institutions: Baylor College of Medicine and Texas Children’s Hospital.

**8.1.2 Affiliate Members** – Members from Texas Medical Center affiliates.

**8.1.3 Collaborative Members** – Members from other collaborative United States and international institutions.

Membership is renewed annually. The criterion for renewal is continued contribution to tropical medicine in research, education, clinical, and/or policy. The NSTM has absolute non-appealable discretion to award, extend, terminate, or deny membership.

**8.2 Adjunct Faculty Nomination** – Adjunct faculty nomination provides a mechanism for recognizing qualified and experienced NSTM members who make a significant contribution to the scholarly activities of the National School of Tropical Medicine. The titles Adjunct Associate Professor and Adjunct Professor are used to designate part-time (unpaid) faculty who are outstanding scientists, educators, clinicians, and/or policy advocates in the field of tropical medicine.

#### Eligibility

- An individual is eligible for an adjunct faculty nomination if he/she already has an active academic appointment at another higher education institution.
- An individual with no active academic appointment may be considered if he/she previously held an academic appointment at another higher education institution within the last ten years.
- An individual who holds a prominent influential leadership position locally, nationally, or internationally in health organizations and can provide linkages to institutions that help the National School of Tropical Medicine to accomplish its missions; the individual must be an NSTM member for at least two years in order to be eligible for adjunct faculty nomination.

#### Designations

Appointments may be made to the following designations:

- Adjunct Associate Professor
- Adjunct Professor

The designation is selected on the basis of the same appointment rank that the individual has at his/her academic institution. No adjunct appointment ranks can be provided at a higher level.

Adjunct faculty must use the modifier “adjunct” whenever they make a reference to their faculty status in publications, curriculum vitae and in self-identification in public representation.

### Scope of Activities

Appointees will be expected to make significant contribution on a regular and ongoing basis to one or more of the following activities:

- Teaching
- Research
- Clinical Services
- Policy Advocacy

### Period of Appointment

Adjunct faculty members serve on a year-to-year basis and are expected to comply with the policies and procedures of Baylor College of Medicine, sponsoring academic department and the National School of Tropical Medicine.

### Compensation and Benefits

Adjunct faculty do not receive compensation and are excluded from the Faculty Appointments, Promotions, and Tenure provision of Baylor College of Medicine (BCM) and are not eligible for BCM’s Benefits Plan. They are expected to comply with the Policies, Procedures and Guidelines of the sponsoring academic department, the National School of Tropical Medicine as well as BCM Policies and Procedures.

### Nomination Process

- a. A NSTM faculty member may nominate candidates as Adjunct Faculty to the NSTM Membership Committee by submitting the following:
  - An updated CV from the candidate
  - A written request explaining the candidate’s significant contribution to the scholarly activities of the National School of Tropical Medicine



- b. The NSTM Membership Committee reviews the written request and the candidate's qualifications to determine if the candidate should be recommended for adjunct appointment to the Dean. The Committee submits the following to the Dean when a recommendation is made:
- The Membership Committee letter of recommendation
  - The candidate's CV
  - Record of Professional Training and Experience (RPTE)
  - The written request of the nominating NSTM faculty member
- c. The Dean submits a letter of support, the candidate's CV, and RPTE to the respective department (e.g., Department of Pediatrics) HR group for approval. Once approval is granted by the department chairperson, these items will be forwarded to Baylor College of Medicine's Faculty Affairs for their approval and processing.

**8.3 Faculty Appointments** – In making faculty appointments and promotions decisions, the School follows the College's [faculty appointments and promotions procedures](#).

**8.3.1 Primary Appointments** – The primary faculty appointment is an academic unit through which a faculty member has a primary academic affiliation. It is from this unit that recommendations for appointment, promotion, tenure, and other actions are initiated.

**8.3.2 Secondary Appointments** – A faculty member may hold a secondary appointment in addition to the primary appointment. Multiple secondary appointments are permitted if the faculty member contributes significant effort to each academic unit in which a secondary appointment is to be held.

**8.3.3 Adjunct Appointments** – A faculty member who holds an adjunct appointment designates that the faculty member holds a full-time academic appointment at another institution.