

Quick Reference Guide: Promotion and Tenure Policies for Clinical Departments
Approved by BOT May 2006, Revised 2013, updated 3/17/2014

Track	Tenure Track			Non Tenure Track	
	I	II	III	IV	V
Primary mission	Clinician, Educator, Admin	Clinician-Investigator	Research	Academic Clinician	Research
Focus for Promotion	Publications, Reputation	Publications, Grants, Reputation	Publications, Grants, Reputation	Clinical Component and contributions to education, research and clinical care. Criteria determined by individual department	Publications; Reputation
Secondary Objectives	Grants; clin vol; quality meas- ures re: teaching, clinical care	Quality measures re: Teaching, clinical care	Teaching measures (esp. grad students and postdoc fellows)	Publications, teaching measures	Grants; teaching measures
Yrs to tenure	11	11	11	*	*
Effort %	>75% Clinical	50-50 Clin/ Translational Res	> 75% Research	varies due to interests	> 80% research
Research funding philosophy	NA	Sustained funding	Sustained funding	NA	Supportive
Asst Prof					
Total Papers / First+Senior	> 3/ 0	> 3 /3	> 3 /3	varies due to interests	> 5 /0
Reputation	NA	Local	NA	Local	NA
Teaching	Local	Local	Commitment	Participate	NA
Grant funding	NA	NA	NA	NA	NA
Assoc Prof					
Total Papers / First+Senior	> 15/ 5	> 15 /5	> 15 /5	varies due to interests	> 15 /5
Reputation	Strong Regional/ National	Strong Regional/ National	National	Strong Regional/ National	National
Teaching	Local to National	Wide arena	Wide arena	Participate	Research directed
Grant funding	NA	NA	Obtained	varies due to interests	Supportive
Assoc Prof w tenure					
Total Papers / First+Senior	> 20/ 5	> 25 /10	> 25 /10	No Such Rank	No Such Rank
Reputation	National	Strong Regional/ National	National		
Teaching	Local to National	National	Wide arena		
Grant funding	NA	Sustained	Sustained		
Full Prof without tenure					
Total Papers / First+Senior	Rare	Rare	Rare	varies due to interests	> 40 /6
Reputation				National /International	National /International
Teaching				Wide arena	Wide arena
Grant funding				varies due to interests	Supportive
Full Professor w tenure					
Total Papers / First+Senior	> 40 / 10	> 50 /20	> 50 /20	No Such Rank	No Such Rank
Reputation	National /International	National /International	National /International		
Teaching	National	National	National /International		
Grant funding	NA	Sustained	Sustained		

* All new faculty members in the Clinical Sciences are initially appointed to either the Academic Clinician (Track IV) or Academic Research (Track V) non-tenure tracks as agreed upon by the faculty member and the department chair. A change from these tracks to one of the tenure tracks (I - III) normally occurs at the Associate Professor rank for those who are deemed potentially eligible for tenure. Track assignments may be changed only with the mutual agreement of the faculty member and the departmental chair. The tenure clock begins at the first appointment to any of the five tracks.