# Quick Reference Guide: Promotion and Tenure Policies for Clinical Departments

**Approved by BOT May 2006**

<table>
<thead>
<tr>
<th>Track</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
<th>V</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Primary mission</strong></td>
<td>Clinician, Educator, Admin</td>
<td>Clinician-Investigator</td>
<td>Research</td>
<td>Academic Clinician</td>
<td>Research</td>
</tr>
<tr>
<td><strong>Academic focus</strong></td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
</tr>
<tr>
<td><strong>Tenure clock</strong></td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td></td>
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<tr>
<td><strong>Focus for Promotion</strong></td>
<td>Publications, Reputation</td>
<td>Publications, Grants, Reputation</td>
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<td>Clinical Component and contributions to education, research and clinical care. Criteria determined by individual department</td>
<td>Publications, Reputation</td>
</tr>
<tr>
<td><strong>Secondary Objectives</strong></td>
<td>Grants; clin vol; quality measures re: teaching, clinical care</td>
<td>Quality measures re: Teaching, clinical care</td>
<td>Teaching measures (esp. grad students and postdoc fellows)</td>
<td>Publications, teaching measures</td>
<td>Grants; teaching measures</td>
</tr>
<tr>
<td><strong>Yrs to tenure</strong></td>
<td>11</td>
<td>11</td>
<td>11</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td><strong>Effort %</strong></td>
<td>&gt;75% Clinical</td>
<td>50-50 Clin/ Translational Res</td>
<td>&gt; 75% Research</td>
<td>varies due to interests</td>
<td>&gt; 80% research</td>
</tr>
<tr>
<td><strong>Research funding philosophy</strong></td>
<td>NA</td>
<td>Sustained funding</td>
<td>Sustained funding</td>
<td>NA</td>
<td>Supportive</td>
</tr>
</tbody>
</table>

### Asst Prof

- **Total Papers / First+Senior**: ≥ 3 / 0
- **Reputation**: NA
- **Teaching**: Local
- **Grant funding**: NA

### Assoc Prof

- **Total Papers / First+Senior**: ≥ 15 / 5
- **Reputation**: Strong Regional/ National
- **Teaching**: Local to National
- **Grant funding**: NA

### Assoc Prof w tenure

- **Total Papers / First+Senior**: No Such Rank
- **Reputation**: NA
- **Teaching**: NA
- **Grant funding**: NA

### Full Prof without tenure

- **Total Papers / First+Senior**: Rare
- **Reputation**: National
- **Teaching**: National
- **Grant funding**: NA

### Full Professor w tenure

- **Total Papers / First+Senior**: No Such Rank
- **Reputation**: National /International
- **Teaching**: National
- **Grant funding**: NA

**Notes**:
- NA: Not applicable
- *: Varies due to interests
- Y: Yes
- N: No
- %: Percentage
- YYYNN: Yes, Yes, Yes, No, No
- YYYNY: Yes, Yes, Yes, Yes, No
- Supportive: Supportive funding philosophy
- Sustained: Sustained funding
- Obtained: Obtained funding
- Participate: Research directed participation
- NA: Not applicable
- Partici: Participation
- Assc: Associate
- Assoc: Associate
- Full: Full
- Prof: Professor