

Quick Reference Guide: Promotion and Tenure Policies for Clinical Departments

Approved by BOT May 2006

Track	I	II	III	IV	V
Primary mission	Clinician, Educator, Admin	Clinician-Investigator	Research	Academic Clinician	Research
Academic focus	Y	Y	Y	N	Y
Tenure clock	Y	Y	Y	N	N
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 measures 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		