Associate Professor / Investigator Track

Appointment, reappointment and promotion at this level may be extended to individuals who have demonstrated national recognition for their accomplishments. Candidates for initial appointment who are traditional academic scholars must be acknowledged for their research and/or teaching, with a record of scholarly contributions that are original and widely known; those who have developed and applied their expertise primarily or exclusively outside of academia must have a record of innovative thinking that may be reflected in concepts or products developed that are widely known, utilized and/or studied and are or may prove to be highly influential. Candidates for promotion, regardless of their backgrounds, are expected to meet the standard academic criteria for this rank, e.g., publications, extramural funding, etc. All candidates for the rank of associate professor in the Investigator Track, whether newly appointed to the Mount Sinai faculty or promoted from within, must be recognized by the School and Department as having potential for continued growth and promise for eventual promotion to the rank of Professor in the Investigator Track.

In addition to meeting the qualifications outlined for more junior levels, faculty at this rank are expected to demonstrate skills and accomplishments that may include:

\[\text{Innovation}\]

Candidates must be known in their fields as expert innovators and creative thinkers. Evidence of innovative accomplishments may vary by discipline, and can include but is not limited to novel approaches to problem solving, product discovery and/or development, patents and patent applications, commercialization of inventions, new and/or collaborative programs.

\[\text{Research}\]

**Appointment**
Candidates recruited from other academic institutions who are involved in basic, clinical or translational investigation must exhibit a record of sustained success in obtaining extramural grant support from the National Institutes of Health and/or other agencies. Candidates with backgrounds largely in industry or other non-academic organizations may offer other evidence of research recognition which may include, but is not limited to, contributions to drug development, the discovery or development of new technologies, patents and other innovative research approaches. For candidates from industry, long tenure with a company, including leadership roles, may be a reflection of value and success. Research support from private foundations and/or from a candidate’s home institution will be viewed favorably. Additional evidence of stature in the field may include participation in professional consultative bodies such as study sections at the National Institutes of Health.

**Promotion**
Candidates for promotion are expected to be successful in obtaining extramural grant support from the National Institutes of Health and/or other federal agencies.
Scholarship

Candidates should have a record of significant contributions relating to the innovative conceptualization of or novel solutions to biomedical research, to relevant disciplines, or to education. Consideration will be given both to the quality of the work and to the candidate’s role in publications and other forms of dissemination; for middle authorship on publications, it is essential for candidates to annotate their contributions. For candidates whose scholarly work is in education, original contributions in excellent journals for educators will be required. Invited presentations at national meetings may be considered as further evidence of growing recognition in the field of expertise. Textbook chapters, analytic studies, development of teaching materials and faculty development efforts may also be presented as evidence of scholarship.

Education and Service

Education
Candidates should exhibit excellence as teachers and role models, whether for students, house staff, postdoctoral fellows, junior faculty and/or other junior colleagues. Innovation and commercialization knowledge imparted to trainees through courses and guided entrepreneurial activities can be presented. Mentoring will most frequently take place on an individual basis, but may on occasion encompass program oversight involving multiple mentees. Participation in curriculum development and innovative educational methods will also be considered as evidence of teaching excellence.

Service
Internal candidates should have a solid record of citizenship within the institution, with evidence of important contributions as a faculty member in furthering the missions of the department/institute, School and Hospital; participation on institutional committees and emerging evidence of leadership abilities, will be viewed favorably. For all candidates, active involvement in professional organizations as a committee member or officer can constitute important evidence of service and national recognition. Service on study sections and editorial boards will be viewed favorably.

Appointment and Term

Appointment and promotion to Associate Professor in the Investigator Track are upon recommendation by the Department Chair, with subsequent approval by the Committee on Appointments, Promotions and Tenure. The initial term of appointment can be one, two, three, four of five years.
Reappointment and Non-Reappointment

The Chair will provide notice of reappointment or non-reappointment.

If the Chair wishes to reappoint the individual as an Associate Professor in the Investigator Track, the term length can be one, two, three or four years. The maximum aggregate time at this rank in this track is nine years for untenured faculty. Reappointment to a term greater than one year in length requires review and approval by the Office of the Dean.

If a decision to reappoint a faculty member is made during a term extension as described in the section on notices of non-reappointment (about/faculty-resources/handbook/appointments/full-time/non-reappointment), the reappointment notice must be in writing from the Chair. The reappointment will commence retroactive to the first day following completion of the original term of appointment.

In the event of non-reappointment, the Chair will provide written notice. The timing of notices of non-reappointment (about/faculty-resources/handbook/appointments/full-time/non-reappointment) to the full-time faculty is determined by the length of the term of appointment and, in some cases, by rank.

Track Switching

Following the initial appointment or promotion to this rank, track switching will be allowed only for compelling reasons, upon recommendation by the Chair and approval by the Office of the Dean. In all cases, track switching will only be allowed for highly productive faculty who will continue to contribute to the departmental and institutional missions.

Tenure

Associate Professors in the Investigator Track are eligible to be considered for tenure at any time, including at the time of appointment/promotion to this rank. Eminently qualified faculty should be considered for tenure at the earliest possible time. If an untenured Associate Professor is a candidate for reappointment, consideration for tenure will take place simultaneously with the reappointment process.

Consideration for tenure requires not only that candidates fulfill all of the requirements for Associate Professor, but also that they demonstrate the ability for continued superior productivity and leadership in their field, as well as demonstrable excellence in the dissemination of knowledge.

Tenure recommendations are initiated by the Chair and require approval by the Committee on Appointments, Promotions and Tenure.

Promotion

The Chair may, at any time, recommend qualified faculty for promotion to the rank of Professor.

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Contact Us

1 Gustave L. Levy Place
New York, NY 10029-5674

P: 212-241-6500

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