Research Track

The Research Track is designed for scientists who are key members of a research team or play a key role in supporting the activities of multiple investigators or of a Shared Resource Facility (SRF). Faculty in this track are not expected to have independent research programs. Regardless of their role, Research Track faculty are encouraged to contribute in innovative and entrepreneurial ways to their programs.

Faculty in the Research Track may have backgrounds in academia or in industry. Evaluation for appointment and promotion will be based on criteria and metrics that are relevant to each individual's career path. Candidates will be considered based on the totality of their experience and their overall contributions and achievements rather than on the presence or absence of any one particular factor.

Evaluation of a candidate's publication record will extend beyond the first and last authorship positions and will include the candidate's significant contributions as a middle author. The funding of Research Track faculty will be derived largely from external grant support.

Promotion within the Research Track requires increasing evidence of scholarship, a defined, key role in the acquisition of grant funding, and external recognition of expertise and accomplishments.

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It is expected that as faculty advance in their academic careers, they will demonstrate increasing service and leadership in administrative and policy-making functions of the institution and the broader scientific and medical communities. Significant participation in and contributions to major institutional committees that are critical to the mission of the school and its affiliated hospitals (such as Institutional Biosafety Committee) will be given consideration when faculty are under review for promotion. Additionally, outstanding service in a significant administrative role (such as Vice-Chair, Program Director) will also be considered during promotion review.

1. Assistant Professor

Appointment, reappointment or promotion to the rank of Assistant Professor in the Research Track may be extended to individuals who are key members of a research team or serve an important function in a departmental core facility or SRF.

Appointment and Term – Appointment to this position is at the discretion of the Department Chair. The term of appointment is one year.

Reappointment and Non-Reappointment – The Chair will provide notice of reappointment or non-reappointment.

Reappointment may be for one year, at the discretion of the Chair. There is no limit on the number of reappointments permitted.

If a decision to reappoint a faculty member is made during a term extension as described in the section on notices of non-reappointment (http://preview.mountsinai.org/sites/mssm/default/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.

Promotion – The Chair may, at any time, recommend promotion to the rank of Associate Professor.
2. Associate Professor

Appointment, reappointment and promotion to the rank of Associate Professor in the Research Track may be extended to individuals who are key members of a research team or who serve a critically important function in a departmental core facility or SRF. Candidates are expected to play an important role in obtaining funding for the research projects of multiple investigators. They are expected to have publications that demonstrate a significant contribution to the body of scientific knowledge by either their research teams or their cores. They may be critical players in developing and adopting innovative approaches in their areas of expertise. Their role in contributing to the success of a large research program or running core facilities should be recognized beyond the institution.

Appointment and Term — Appointment and promotion to the rank of Associate Professor is upon recommendation by the Department Chair, with subsequent approval by the Committee on Appointments, Promotions and Tenure. The length of the term of appointment can be one, two or three years.

Reappointment and Non-Reappointment — The Chair will provide notice of reappointment or non-reappointment.

Reappointment at this rank in this track can be for a term of one, two or three years in length. Reappointment for a term of more than one year requires review and approval by the Office of the Dean. There is no limit on the number of reappointments permitted.

If a decision to reappoint a faculty member is made during a term extension as described in the section on notices of non-reappointment (http://preview.mountsinai.org/sites/msm/default/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.

Tenure — Under exceptional circumstances, Associate Professors in the Research Track may be considered for tenure.

Candidates for tenure must not only fulfill, but also far exceed, the requirements for their rank. Their careers must reflect continuous and sustained accomplishment. Whether candidates are members of research teams or leaders of SRFs, they must have their own record of independent research, as evidenced by extramural funding support and original publications. A significant level of international recognition is required.

The recommendation of exceptionally qualified faculty for tenure may be made at any time by the Chair, and requires approval by the Committee on Appointments, Promotions and Tenure.

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

3. Professor

Appointment, reappointment and promotion to the rank of Research Professor may be extended to outstanding individuals renowned for their expertise. Research Professors play an indispensable and distinct senior role as a member of a research team pursuing cutting edge science, or serve as Director of an institutional shared research facility (SRF) that is on the cutting edge of science. Although a candidate is not required to have independent extramural funding, he/she must play an indispensable role in obtaining extramural funding for multiple projects and/or groups, and must have demonstrated creative scholarship through extensive peer-reviewed publications to which he/she made specialized contributions. Innovative, even entrepreneurial, approaches will be well received. The candidate is expected to have earned a national reputation, e.g., invited scientific presentations, publications, consulting, use of a shared research facility by extramural scientists. Educational contributions may be demonstrated through such activities as training other scientists to run a shared research facility or training other scientists to function independently.

Appointment and Term — Appointment and promotion to the rank of Research Professor are upon recommendation by the Department Chair with subsequent approval by the Committee on Appointments, Promotions and Tenure. The term of appointment can be one, two, three, four or five years.

Reappointment and Non-Reappointment — The Chair will provide notice of reappointment or non-reappointment.

Reappointment at this rank can be for a term that is one, two three, four or five years in length. Reappointment to a term greater than one year in length requires review and approval by the Office of the Dean. There is no limit on the number of reappointments permitted.

If a decision to reappoint a faculty member is made during a term extension as described in the section on notices of non-reappointment (http://preview.mountsinai.org/sites/msm/default/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 (http://preview.mountsinai.org/sites/msm/default/about/faculty-resources/handbook/appointments/full-time/non-reappointment) to the full-time faculty is determined by the length of the term of appointment.

Tenure — Under exceptional circumstances, Research Professors may be considered for tenure.
Candidates for tenure must not only fulfill, but also far exceed, the requirements for their rank. Their careers must reflect continuous and sustained accomplishment. Whether candidates are members of research teams or leaders of SRFs, they must have their own record of independent research, as evidenced by extramural funding support and original publications. A significant level of international recognition is required.

The recommendation of exceptionally qualified faculty for tenure may be made at any time by the Chair, and requires approval by the Committee on Appointments, Promotions and Tenure.

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