

Awarding of Tenure for Faculty on the Investigator Track

Associate Professors in the Investigator Track may be considered for tenure at any time, including at the time of appointment or promotion to this rank. Eminently qualified faculty should be considered for tenure at the earliest possible time and within the time limits stipulated under the Academic Clock [link to Table]. When an untenured Associate Professor is a candidate for reappointment, consideration for tenure should take place simultaneously with the reappointment process.

Consideration for tenure requires that candidates fulfill all of the requirements for Associate Professor and demonstrate continued superior productivity and leadership in their field and as well as excellence in the dissemination of knowledge.

Criteria for tenure include evidence of independence from senior mentors and program leaders in one or more of the following:

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

Professors -- Candidates in the Investigator Track who do not hold tenure when proposed for appointment or promotion to the rank of Professor in the Investigator Track may be considered for tenure in conjunction with the appointment or promotion process. Untenured Professors in the Investigator Track should be proposed for tenure as early as possible during their term of appointment once all qualifications are met and within the time limit stipulated under the Academic Clock [link to Table].

Consideration for tenure requires that candidates fulfill the requirements for Professor and demonstrate continued superior productivity and leadership in their field and excellence in the dissemination of knowledge in research, education, programmatic advancement, or patient care.

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

Criteria for Tenure

Eligibility for tenure is determined based on evidence of sustained, pioneering achievement in one or more of the following areas:

- Educational development of students, postdoctoral trainees, junior faculty and/or mentees that may be documented in reviews from students or trainees, extramural audiences or expert reviewers holding Professorial rank or equivalent senior status at other institutions, professional organizations, or government agencies;
- Inception or leadership of programs or initiatives that foster the institutional mission and have substantial extramural impact in the realms of research, scientific discovery, innovation, clinical care, or health system design or enhancement;
- A continuous stream of scientific investigation and scholarship, typically reflected in peer-reviewed publication in impactful journals, reports of progress or discovery at meetings or symposia organized by professional societies, foundations, government, industry or other

vehicles that incorporate discussion and critical expert review and incorporate either historical or forward-looking metrics and/or indices that reliably predict future citations;

- A record of sustained funding through merit-based research grants or awards from government, research foundations, professional organizations, industry or other sources that affirm the value of the candidate's work and promise for future support.