

Awarding of Tenure for Faculty on the Clinician-Educator or Scientist-Educator Track

Associate Professors in the Clinician-Educator or Scientist-Educator Track may be considered for tenure under exceptional circumstances. Candidates for tenure must exceed the requirements for appointment or promotion to the rank of Associate Professor, and must demonstrate sustained, superior productivity and leadership, excellence in the dissemination of knowledge and professionalism, and a high likelihood of continued success.

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

Professors in the Clinician-Educator or Scientist-Educator Track may be considered for tenure at the time of appointment or promotion to Professor, or at any time during their term of appointment at this rank. Candidates for tenure must exceed the requirements for appointment or promotion to the rank of Professor, and must demonstrate sustained, superior productivity and leadership, excellence in the dissemination of knowledge and professionalism, and a high likelihood of continued success.

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

Criteria for Tenure for Faculty on the Clinician-Educator or Scientist-Educator Track

Eligibility for tenure is determined based on sustained, pioneering accomplishments in the following areas. The Committee on Appointments, Promotions and Tenure will consider performance and outcomes in these areas proportionately as they align with the candidate's roles and responsibilities as well as the trajectory of achievement over time. Confidential letters of recommendation to support or deny awarding of tenure shall be solicited by the Dean's Office from individuals outside the institution who have been proposed by the candidate, department Chair, the Committee on Appointments, Promotions and Tenure or its subsidiary committees. These recommendations can provide evidence of or affirm leadership, independent contributions to program development or impact, or to the advancement of the candidate's field of expertise.

Education and Training

- Sustained, broadly impactful outcomes related to teaching and educational practice, along with national and/or international contributions to the dissemination of knowledge, along with demonstrated excellence across the breadth of categories described in the Educational Addendum;

Service and Contributions to the Institutional Mission

- Inception or leadership of programs or initiatives that advance the institutional mission and have substantial impact in key areas of research, scientific discovery, innovation, clinical care, health system design or enhancement, service, citizenship, mentorship and teaching;

Patient Care and Clinical Practice (for Clinician-Educator candidates for tenure)

- An established reputation both institutionally and beyond as a source of excellent clinical care as demonstrated by awards and clinical leadership roles, quality metrics, reputation as an expert in a clinical field, or recognition as an individual influencing standards for clinical practice;

Scientific Research and Discovery (for Scientist-Educator candidates for tenure)

- Leadership in research and discovery with broad impact, sustained engagement at the national and/or international levels, and dissemination of scientific investigation and scholarship as senior author in peer-reviewed publications or in other formats.