

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. 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, as well as excellence in the dissemination of knowledge and professionalism.

In addition to satisfying the criteria for tenure listed below, the candidate's *Curriculum Vitae* should exhibit evidence of independence from senior mentors and program leaders.

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

Professors in the Investigator Track who do not receive tenure at the time of appointment to the rank of Professor in the Investigator Track may be considered for tenure at any time. 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. When an untenured 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 Professor and demonstrate continued superior productivity and leadership in their field, as well as excellence in the dissemination of knowledge and professionalism.

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 Investigator Track

Eligibility for tenure is determined based on sustained, pioneering achievement in the following areas. The Committee of Appointments, Promotions and Tenure will consider performance and independence 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 the candidate's stature and sustained impact of their field of expertise.

Education and Training

- Sustained, impactful outcomes related to teaching and educational development of students, postdoctoral trainees, junior faculty and/or other learners that may be documented in learner reviews, extramural audiences or expert reviewers holding Professorial rank or equivalent senior status at other institutions, professional organizations, or government agencies;

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;

Research, Discovery and Scholarship

- A continuous stream of scientific investigation and scholarship, typically reflected in peer-reviewed publications 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 either historical or forward-looking metrics and/or indices that reliably predict future citations, as well as evidence of scholarly achievement as an independent senior investigator or program leader;

Extramural Funding and Support

- A record of sustained or renewed funding as Principal Investigator and primary award recipient or as a funded co-investigator 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;

Peer Recognition

- Recognition by peers, academic organizations, government and funding agencies as reflected by invitations to serve on National Institutes of Health study sections and other grant review panels, invitations to serve on journal editorial boards, leadership positions in national or international professional societies, and invitations to organize or chair meetings and symposia at national or international venues.