

Awarding of Tenure for Faculty on the Research Track

Associate Professors in the Research Track may be considered for tenure under exceptional circumstances.

Consideration of faculty of the Icahn School of Medicine at Mount Sinai for tenure at this rank requires that candidates exceed all requirements for Associate Professorship, demonstrate continuous and sustained accomplishment as a member of a research team or a leader of a specialized research facility, and have a record of excellence in the dissemination of knowledge and professionalism. Candidates for tenure must be nationally recognized for and highly competitive in their contributions to biomedical research.

Tenure recommendations may be initiated by the department Chair at any time and require approval by the Committee on Appointments, Promotions and Tenure.

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Criteria for Tenure for Faculty on the Research Track

Eligibility for tenure is determined by sustained, pioneering achievement in the following areas. The Committee of Appointments, Promotions and Tenure will evaluate performance and independence in these areas proportionately as they align with the candidate's roles and responsibilities as well as the trajectory of accomplishments 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 nominated 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 in their field of expertise and sustained impact of their research contributions.

Education and Training

- Educational development of students, postdoctoral trainees, junior faculty and/or mentees 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 impactful 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 original research 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;

Extramural Funding and Support

- Current faculty of the Icahn School of Medicine at Mount Sinai must provide evidence 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. Newly appointed faculty require a record of independent research evidenced by extramural support as Principal Investigator and primary award recipient unless tenured at their prior institution.

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 or scientific societies, and invitations to organize or chair meetings and symposia at national or international venues.