

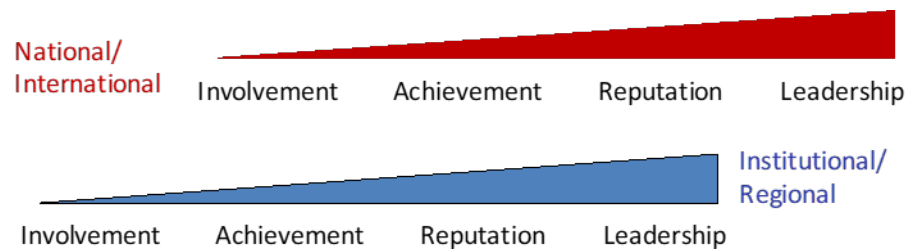
QUICK GUIDE TO SOM PROMOTIONS BASED ON THE 2017 GUIDELINES

Professor with Tenure

Candidates for the rank of Professor with tenure, or for the grant of tenure at the Professor level, must hold a doctoral degree and demonstrate an established national/international reputation in scholarship. They must also have significant accomplishments in the other mission areas. The balance among accomplishments may vary considerably from one candidate to another, but for grant of tenure as an Professor, the primary area of distinction must be scholarship.

A tenure decision must be made and take effect by the end of the 11th year on the tenure clock. If a tenure decision is made earlier and is unfavorable, a candidate may be reconsidered in subsequent years provided they still fall within the 11-year tenure clock.

Levels of accomplishment and their relative weight are summarized in the figure below. (Note: Because scholarship by nature is public, scholarship benchmarks are not divided into national/international or institutional/regional.)



Candidates for the rank of Professor with tenure, or for the grant of tenure at the Professor level, must meet the criteria set forth in **Table A**. To determine if these criteria have been achieved, they should then compare their accomplishments with the appropriate benchmarks in the promotions guidelines (**excerpted below, with institutional/regional and national/international benchmarks integrated as tables B-F**). Candidates will be evaluated on quantity, quality, and impact of their accomplishments. It is not necessary to achieve every benchmark in a given category, but a sustained pattern of accomplishments, including multiple items at the applicable or greater benchmark level, is expected.

Table A. Criteria for promotion to Professor with tenure.

Area of Distinction	Mission Area		
	Scholarship	Teaching	Service
Scholarship A	≥ National/international leadership	≥ Institutional/regional reputation	≥ National/international reputation
Scholarship B	≥ National/international leadership	≥ National/international reputation	≥ Institutional/regional achievement
Teaching	≥ National/international reputation	≥ National/international leadership	≥ Institutional/regional reputation
Professional Service	≥ National/international reputation	≥ Institutional/regional reputation	≥ National/international leadership

Table B. Scholarship: Faculty must have a pattern of activities in the following category:

SCHOLARSHIP	BENCHMARKS
National/international leadership	• Continuous publication record with some publications in highest impact journals*
	• Sustained record of federal, foundation, or industry funding as principal investigator, project leader, and/or program director**
	• Study chair or overall PI roles on large multi-investigator grants, contracts, or clinical trials
	• Numerous invited lectures, possibly including keynote presentations, at national or international meetings based on original research
	• Named lectureships, or multiple lecture invitations, at outside institutions
	• Paradigm-shifting research contributions as assessed by peers
	• National/international research recognition awards
	• <i>Other notable or similar activities</i>

*Indicates mandatory benchmark

**Indicates a mandatory benchmark to achieve the indicated ranking in scholarship for tenure decisions. If the majority of funding is from industry, additional federal or foundation funding as PI or substantial evidence of national reputation and leadership is expected.

Scholarship A

Table C. Teaching: In addition to the Scholarship benchmarks above, faculty must achieve a pattern of activities in either or both of these teaching categories.

TEACHING	BENCHMARKS
National/international achievement	• Serving in a non-PI leadership role on educational grants to the University
	• Making occasional educational appearances on national media outlets
	• Teaching occasionally at a national workshop/course or delivering occasional educational lectures
	• Serving on national education committees
	• Serving as a mentor as part of a formal national/international mentoring program

Institutional/regional reputation	• Providing substantial educational content as an individual via digital media, such as podcasts, webinars, etc. • <i>Other notable and/or similar activities</i>

Table D. Service: In addition to the Scholarship and Teaching benchmarks above, faculty must achieve a pattern of activities in either or both of the following service categories:

SERVICE	BENCHMARKS
National international reputation	• Leading a major committee of a professional society or serving as a member of multiple national committees • Leading advisory boards to governments or foundations • Holding membership on editorial boards for leading journals • Serving as a standing member of a study section or an NIH council • Serving ad hoc on multiple international grant review panels • Implementing national/international clinical or research programs • Being recognized as a thought leader in the field • Serving as a member of a program committee for a major conference • Serving as section leader of major collaborative network • <i>Other notable and/or similar activities</i>
Institutional/regional leadership	• Serving as Department Chair, Executive Associate Dean, Dean, Executive Vice President for Health Affairs, President, or the equivalent • Serving as president of a major regional chapter of a national organization • <i>Other notable and/or similar activities</i>

Scholarship B

Table E. Teaching: In addition to the Scholarship benchmarks above, faculty must achieve a pattern of activities in either or both of these teaching categories:

TEACHING	BENCHMARKS
National/international reputation	• Being an invited author of chapters in major textbooks
	• Garnering a continuous record of peer-reviewed publications in the field of education with some as primary author
	• Providing invited education-based presentations at peer institutions nationally (e.g., grand rounds)
	• Developing, authoring or editing educational materials that are vetted at a national level (e.g., on national/international professional websites), such as videos, manuals, blogs, and other teaching aids
	• Making regular educational appearances on national media outlets
	• Serving in leadership roles on national education committees
	• Earning a national teaching award
	• Participating as lecturing faculty in CME workshops with a national audience or frequently presenting invited educational lectures
	• Organizing educational courses/workshops at national venues
	• Serving as a consultant, peer reviewer, or site visitor for development/assessment of clinical and scientific training programs
	• Having sustained membership on national curriculum committees or initiatives
	• <i>Other notable and/or similar activities</i>
Institutional/regional leadership	• Serving as Assistant, Associate, or Executive Associate Dean for Education
	• Leading a School-wide accreditation effort
	• <i>Other notable and/or similar activities</i>

Table F. Service: In addition to the Scholarship and Teaching benchmarks above, faculty must achieve a pattern of activities in either or both of these service categories:

SERVICE	BENCHMARKS
Institutional/regional achievement	• Providing clinical service above and beyond peers in quantity and quality
	• Leading quality improvement teams
	• Developing a clinical program that attracts patients from the state or region

	• Chairing a Divisional, Departmental, or Hospital committee or serving on multiple committees
	• Serving as a member of major University or School committees
	• Receiving a Division/Department service award
	• Serving in a substantial Division role (e.g., Section Chief, etc.)
	• Serving in a leadership role of small accredited training or graduate programs
	• Serving in a supportive leadership role of large accredited training or graduate programs (e.g., Assistant Program Director, Site Director, etc.)
	• Serving as Director of a core facility/service center
	• Serving on the organizing committee of a regional meeting
	• <i>Other notable and/or similar activities</i>
National/international involvement	• Holding senior membership in a professional society (e.g., as fellow of the society)
	• Serving as a session chair or moderator at a major society conference
	• Serving as an ad hoc reviewer for mid-quartile journals
	• Serving as a member of a major collaborative network
	• <i>Other notable and/or similar activities</i>

*Thanks to Danielle Jones, Professor of Medicine, for inspiring this version of the Quick Guide.