

APPENDIX Ib: OVERVIEW OF CRITERIA FOR PROMOTION & TENURE

This is only a brief overview; please see Appendix II for more details

Component one of	Associate Professor	Professor	Tenure
Research	Intellectually independent investigator, supported by independent or collaborative funding	Continued & sustained excellence as an independent investigator: broader scope, greater originality or innovation, greater impact on field, & greater level of distinction & preeminence as a scientist	Future likelihood of ongoing success as intellectually independent researcher with continued funding as principal or collaborative investigator; awarded after promotion to Associate Professor within 10 years (Research & Clinical activity) or within 5 years (Research without Clinical activity).
Scholarship	Distinct identity as a scholar with area of focused expertise	Continued & sustained excellence as a scholar: broader scope, greater originality or innovation, greater impact on field, & greater level of distinction & preeminence as a scholar	Ongoing preeminence in the field as a scholar, beyond that required for promotion to Professor
Institutional Scholarship	Expertise contributing substantially to URMC missions with collaborations across multiple Departments & Centers	Continued & sustained excellence contributing substantially to URMC missions with collaborations across multiple Departments & Centers: deeper expertise, greater impact on the field or URMC, eminence in institutional contributions	Eminence in institutional scholarship, with sustained innovative / essential contributions & impact on the institution & the field; may be awarded at Associate Professor or Professor ranks
Clinical	Success as a clinician with expertise in a particular field of patient care or other professional service	Continued & sustained excellence as an expert clinician in a field of patient care or other professional service: deeper expertise, greater clinical contributions to the field or URMC, greater recognition for expertise at national & international levels, eminence as a clinician	—
Contributions to URMC Academic Missions (required if only Clinical from above)	Substantial contributions in publications or other written products, participation in research or in the administration of clinical, teaching, research, or community programs	Continued & sustained excellence as a contributor to URMC academic missions, with greater contributions to URMC or the field	—
plus			
Teaching	Success as an effective teacher with trainees, faculty, or other professionals	Continued & sustained excellence as an effective teacher: eminent contributions & recognition for teaching at national or international levels; mentoring & fostering career development of others	—
plus			
Service, Leadership, & National Recognition	Service to the Department, URMC, University, community, or discipline; leadership roles; recognition outside the Rochester region or nationally	Accomplishments inherent in above criteria at this rank: continued & sustained excellence in service, leadership, and national recognition, with greater emphasis on achievements at national and (particularly for those involved with Research or Scholarship) international levels	Accomplishments in this component are inherent in above tenure criteria