

TENURE TRACK

RT

>50%

basic scientists & clinical scientists

strong research focus

competitive and funded independent research program

generation of new information through creative and original research

excellence in teaching

peer recognition at national level

CT

>50%

clinical scientists

development and/or application of creative advances in medical care

external funding encouraged but not required

scholarly activity resulting in substantial contributions in the field

development of a high quality clinical practice

excellence in teaching

peer recognition at regional or national level for associate professor; national level for professor

NON-TENURE TRACK

Clinical Discipline

>50%

clinical educators

excellence in teaching

development of a high quality clinical practice

record of scholarly activity

service/leadership on local and regional committees

peer recognition at regional level for associate professor; national level for professor

Research

>50%

research scientists

high quality senior author publications

independent external funding or evidence of significant impact on established research program required for associate professor; clear evidence of independence and continued external funding for full professor

reduced expectations for teaching and service activity

peer recognition at national level

Teaching

>50%

medical & biomedical educators

impactful teaching record and positive student engagement

high quality medical teaching and pedagogy

significant contributions to education program through mentoring, leadership and committee service

record of scholarly activity in the area of medical education

peer recognition at national level and service/leadership on regional or national committees for professor

Clinical

<50%

volunteer or part-time clinicians

excellence in teaching and service

sustained commitment to the educational program and/or stature in the practice of medicine

demonstration ofof scholarly activity and service

peer recognition at the regional level