

2007-2008 Group on Faculty Affairs  
AAMC Listserve Queries & Responses

**Query: Promotion and Tenure**

*Question from Darshana Shah, Marshall University ([shah@marshall.edu](mailto:shah@marshall.edu)):*

We are in process of reevaluating our promotion and tenure guideline: I have few questions regarding promotion and tenure:

1. Who determines the eligibility of members serving on Promotion and Tenure committee?
2. Do they all have to be at professorial level?
3. How many tracks do you offer for promotion and Tenure?

**Responses:**

*From Paula Trief, SUNY Upstate ([triefp@upstate.edu](mailto:triefp@upstate.edu)):*

At SUNY Upstate:

1. Appointed by the Dean of the College of Medicine
2. Yes, all Full Professors with Tenure. Department promotion committees do not necessarily have the same criteria.
3. We do not have tracks. All faculty can be promoted to Assoc. or Full Prof. if they demonstrate "excellence" in one of three domains (i.e., clinical, research, education) with specific definitions of excellence, and "proficiency" in the other domains. Tenure is only available for full-time faculty who receive at least part of their salary from the State, and are considered to be on a tenure-track line. They must also demonstrate "scholarship", also pretty specifically defined.

This is a new system for us, developed by Laura Schweitzer, and has been well-received.

*From Jennifer Allie, University of Utah ([Jennifer.allie@hsc.utah.edu](mailto:Jennifer.allie@hsc.utah.edu)):*

Who determines the eligibility of members serving on Promotion and Tenure committee? **This is set up by the College Charter --- we have 4 tenured professors from basic science departments, 4 tenured professors from clinical departments, 1 clinical (non-tenure track) professor, 1 research track (non-tenure track) professor, 1 'AT LARGE' tenured professor, 1 3<sup>rd</sup> year medical student, and one housestaff/graduate student rep. The faculty have 3 year terms and are elected by the college faculty annually.**

2. Do they all have to be at professorial level? **Yes, with the exception of the medical student and graduate student.**
3. How many tracks do you offer for promotion and Tenure? **The SOM has 2 paths for promotion and award of tenure:**  
**[Scientist Scholar](#) & [Clinician Scholar](#)**

2007-2008 Group on Faculty Affairs  
AAMC Listserve Queries & Responses

*From Linda McLaughlin, Stanford ([deasy@stanford.edu](mailto:deasy@stanford.edu)):*

1. Who determines the eligibility of members serving on Promotion and Tenure committee? **The A&P Committee is a standing committee of thirteen professors who are appointed by the Dean: four tenured professors from the Clinical Sciences; four tenured professors from the Basic Sciences; four professors from the Medical Center Line; and one professor, who serves as Chair, from either the University Line or the Medical Center Line.**
2. Do they all have to be at professorial level? **Yes.**
3. How many tracks do you offer for promotion and Tenure? **We have four faculty lines: Medical Center Line, University Tenure Line, (Research) Line and (Teaching) Line. All four of lines allow the opportunity for promotion; only the University Tenure Line offers the opportunity for tenure.**

*From Lois Geist, UIowa ([lois-geist@uiowa.edu](mailto:lois-geist@uiowa.edu)):*

1. Who determines the eligibility of members serving on Promotion and Tenure committee? **We have an executive committee which is an elected group form the faculty that serves as the P&T committee at the collegiate level**
2. Do they all have to be at professorial level? **We have both associate and full professors from both tracks (clinical and research)**
3. How many tracks do you offer for promotion and Tenure? **Just one – a tenure track**

*From Tracy Eells, University of Louisville ([eells@louisville.edu](mailto:eells@louisville.edu)):*

Here are answers for the University of Louisville:

- 1 - faculty election. Eligibility for service on the committee is in the school's bylaws which can be changed with a vote of the faculty.
- 2 - yes --all must be at the rank of professor
- 3 - We have two tracks, tenure and term

*From Edward Callahan, UC Davis ([Edward.callahan@ucdmc.ucdavis.edu](mailto:Edward.callahan@ucdmc.ucdavis.edu)):*

In the University of California system, there is a School of Medicine committee that deals with merit advancement within ranks (the School Personnel Committee) and the University Committee on Academic Personnel which considers appointments, promotion from one rank to the next, tenure and upper level merit advancement. The Faculty Personnel Committee is appointed by the School of Medicine Faculty Executive Committee. The Committee on Academic Personnel (CAP) is appointed by the University-wide Committee on Committees. All of its 9 members are at the rank of Professor; It has two School of Medicine members, usually one basic scientist and one clinical scientist. The other seven members represent the other colleges on the campus; only the School of Medicine has two members, but then the School of Medicine provides a full third of cases considered. There are five faculty series: regular ladder rank (with a

2007-2008 Group on Faculty Affairs  
AAMC Listserve Queries & Responses

state funded FTE); Clinical\_\_\_\_, In Residence, Adjunct, and Health Sciences Clinical. The Faculty Personnel Committee consists of nine members, representing members of the first three series (all of whom hold membership in the Academic Senate, and thus can vote on Academic Senate committees; by custom, we do not ordinarily appoint non-Academic Senate members to this committee since they could not vote. Within the Assistant Professor ranks, there are six potential steps one can advance to; merit advancement consideration is given every two years unless one requests deferral. At Associate Professor, there are potentially five steps; advancement is considered every two years also. At full Professor, advancement through Step V is considered within the Faculty Personnel Committee, with everyone expected to be considered every 3 years unless they seek deferral. Step VI is considered a barrier step, and most are not expected to reach it. Advancement to Step VI requires demonstration of international impact which must be documented by arm's length referees nationally and internationally. Steps 7-9 can be awarded by the School Faculty Personnel Committee. Step 10 or Above Scale confers the title of Distinguish Professor and requires another round of external referees attesting to continuing growth of impact. There are two further steps available after Step 10. Looking at this answer, I am afraid it has gotten out of control in length and complexity, but that is our system. In its favor, I believe it offers more feedback and perhaps more incentive for continuing productivity than most.

*From Kevin Grigsby, Penn State ([rgrigsby@hsc.psu.edu](mailto:rgrigsby@hsc.psu.edu)):*

1. Who determines the eligibility of members serving on Promotion and Tenure committee? University policy stipulates they must hold tenure for tenure track review and must be at a rank higher than the individual under review (Associate Professors can vote on Assistant Professor promotion/tenure, but not on Associate Professors mvign to Professor).
2. Do they all have to be at professorial level? No - see above.
3. How many tracks do you offer for promotion and Tenure? We have two tracks - Tenure track (standing appointment) or Fixed Term (annual appointment renewable each year).

*From Herbert Herscowitz, Georgetown ([herscowh@georgetown.edu](mailto:herscowh@georgetown.edu)):*

Georgetown University Medical Center's response:

1. Who determines the eligibility of members serving on Promotion and Tenure committee?

The Executive Vice President for Health Sciences and Executive Dean of the Medical School, with the advice of the Senior Associate Dean for Faculty and Academic Affairs and the committee Chair, appoints the members of the Committee on Appointments and Promotions (CAP) who are eligible to serve two consecutive 3 year terms.

2. Do they all have to be at professorial level?

2007-2008 Group on Faculty Affairs  
AAMC Listserve Queries & Responses

Members of the CAP represent all of the academic tracks at the Medical School. CAP members are at the rank of Associate Professor and Professor, and include both tenured and non-tenured faculty. Georgetown has a dual review system for faculty on the Tenure track that includes both the CAP and a University Committee on Rank & Tenure (UCRT). The vote of only tenured CAP members, at or above the rank of the applicant is transmitted to the UCRT for the second layer of review. All members of the CAP vote on all non-tenure track applications.

3. How many tracks do you offer for promotion and Tenure?

Since we no longer own our hospital, we had to create academic tracks for clinicians who are not employed by Georgetown University. These are the Clinician-Scholar, Clinician-Educator, and Clinician tracks, all of which are not eligible for tenure. For University employees at the Medical Center, we have 3 tracks; Tenure, Research, and Medical Educator. The latter 2 tracks are not eligible for tenure. Descriptions, as well as standards for appointment and promotion on all Medical Center academic tracks can be found on our web site at:

<http://som.georgetown.edu/faculty/facaffairs/tracks.html>

*From Marcie Weiss, Northwestern University ([mbweiss@northwestern.edu](mailto:mbweiss@northwestern.edu)):*

1. Who determines the eligibility of members serving on Promotion and Tenure committee? **All 18 members of our Promotion and Tenure Committee are tenured professors, representing basic science and clinical departments.**

2. Do they all have to be at professorial level? **yes**

3. How many tracks do you offer for promotion and Tenure? **2:**  
**Investigator track and Investigator-Clinician track. Here's the general description:**

The **Investigator** track is designed for scientists who do not have clinical or other service responsibilities and who will spend most of their time performing original, independent research. These faculty members will have teaching requirements that can be satisfied by graduate research training and/or medical student education.

The **Investigator-Clinician** track is designed for physicians or other health care professionals who will devote 50% or more of their time to original, independent research. In addition to teaching responsibilities, these faculty members will have clinical or other service responsibilities, but the time and effort devoted to service will generally be limited. The criteria for promotion will be weighted accordingly

2007-2008 Group on Faculty Affairs  
AAMC Listserve Queries & Responses

*From Judy Garner, USC ([jgarner@usc.edu](mailto:jgarner@usc.edu)):*

1. Who determines the eligibility of members serving on Promotion and Tenure committee?

**A faculty representative is elected from each clinical and basic science department and appointed for a 3 year period. Every year 1/3 of the committee changes.**

2. Do they all have to be at professorial level?

**They must be at least at the more senior associate professor level. 2/3 must be tenured.**

3. How many tracks do you offer for promotion and Tenure?

**Only one: the Tenure Track. One of our nontenure options (Clinical Scholar) does not carry tenure, but usually has a rolling or end-to-end multiyear contract.**

*From Diana Gray, Washington University in St. Louis ([grayd@msnotes.wustl.edu](mailto:grayd@msnotes.wustl.edu)):*

1. Who determines the eligibility of members serving on Promotion and Tenure committee? **By School of Medicine policy only department heads and "senior" faculty (associate or full professors) may serve on Appointment and Promotion Committees.**

2. Do they all have to be at professorial level? **No, see answer to #1**

3. How many tracks do you offer for promotion and Tenure? **Three faculty tracks: Clinician ( non-tenure but long-term, rolling contracts at level of associate professor & above); Investigator (Tenure); Research (non-tenured, annual contracts)**