

UTHSC Promotion and Tenure Criteria



Criteria for Tenure at UTHSC: Tenure is awarded after a thorough review that culminates in the University acknowledging a reasonable presumption of the faculty member's professional excellence, and the likelihood that excellence will contribute substantially over a considerable period to the mission and anticipated needs of the academic unit in which tenure is granted. Professional excellence is reflected in the faculty member's teaching, research, and service including the faculty member's ability to interact appropriately with colleagues and students. The relative weights of these factors will vary according to the fit between the faculty member and the mission of the academic unit in which he or she is appointed.

Instructor: A faculty member with the rank of Instructor is usually expected to: 1. hold a terminal degree of the discipline or equivalent training and experience appropriate to the particular appointment; 2. exhibit a commitment to the University's mission; 3. have obtained an excellent scholastic record as a student; and 4. have the ability to relate effectively to students and/or professional colleagues.

Assistant Professor: A faculty member with the rank of Assistant Professor is expected to: 1. hold the doctorate or other terminal degree of the discipline or equivalent training and experience appropriate to the particular appointment; for physicians, certification by the American Board or foreign equivalent is expected; for PhDs at least 2 years of postdoctoral training and 1 first author publication is expected; 2. demonstrate potential for excellence in teaching; 3. demonstrate potential for excellence in research/creative and/or scholarly activity; 4. demonstrate potential for excellence in service; 5. have demonstrated ability to relate effectively to students or professional colleagues; and 6. demonstrate potential for excellence in patient care when applicable

Associate Professor: In general a faculty member with the rank of Associate Professor is expected to: 1. hold the doctorate or other terminal degree of the discipline or equivalent training and experience appropriate to the particular appointment; 2. demonstrate significant contributions as a teacher and a strong likelihood of continuing effectiveness; 3. demonstrate significant contributions as a researcher and/or scholarly or professional attainment, and a strong likelihood of continuing effectiveness; 4. demonstrate significant contributions to service and a strong likelihood of continuing effectiveness; 5. have demonstrated ability to relate effectively to students and professional colleagues; 6. participate actively in professional associations; 7. have held the rank of Assistant Professor at UTHSC or other reputable academic institutions for at least four years. (earlier promotions may be recommended in exceptional cases); 8. demonstrate significant contributions to patient care when applicable; and 9. be board certified when applicable.

Scholarly achievement for individuals with a Ph.D. and a basic sciences appointment may include the following in order of priority and importance: a) peer reviewed publications that have significant scientific impact based on the citation index factor for the top five publications produced as an Assistant Professor; b) consistent extramural grant support; c) evidence of national recognition of success in the candidate's area of expertise such as chairing or co-chairing sessions at national meetings, invitations to speak at national meetings or at other institutions, presentations at national meetings, manuscript reviews or appointment on editorial boards, invited book or journal reviews, and service on study sections or other invitations for grant reviews; d) success of trainees in obtaining academic positions; e) demonstrable proficiency in teaching determined by the number of hours committed and student and peer faculty evaluations; f) service on University and Departmental committees; g) Demonstrated willingness to participate in collaborative research both inside and outside the candidate's Department; h) professional consulting services and service on educational or directory boards outside the University; and i) operation and direction of a core research facility to provide research service and training.

Scholarly achievement for individuals with an M.D. and an appointment that is primarily clinical service with teaching may include the following: a) Board certification in the relevant specialty is required; b) excellence in clinical service as demonstrated by the development or implementation of innovative clinical or diagnostic procedures and technologies; c) success of trainees in obtaining board certification; d) demonstrable proficiency in teaching determined by student and peer faculty evaluations; e) excellence in the development and implementation of standard clinical procedures and in training residents and fellows in the application of those procedures; f) publications including peer reviewed publications, invited publications, reviews of clinical procedure, textbook chapters on clinical procedure, case studies, and clinical reports; g) international, national, and regional presentations; h) service on University committees and boards; and i) service on hospital committees and boards.

Scholarly achievement for M.D. or M.D./Ph.D. with both clinical and research commitments will include a combination of both of the above categories with priority assessed according to percent of appointment allocated to each of the two main areas.

Professor: In general a faculty member with the rank of Professor is expected to: 1. hold the doctorate or other terminal degree of the discipline or have equivalent training and experience appropriate to the particular appointment; 2. demonstrate a clear and convincing record of a high level of sustained effectiveness as a teacher; 3. demonstrate a clear and convincing record of a high level of sustained effectiveness in research and/or scholarly activity; 4. demonstrate a clear and convincing record of a high level of sustained effectiveness in service; 5. demonstrate the ability to relate effectively to students and professional colleagues; 6. have a national or international reputation in the discipline; 7. have held the rank of Associate Professor at UTHSC or other reputable academic institutions for at least five years (earlier promotion may be recommended in exceptional cases); 8. demonstrate a clear and convincing record of high level of sustained effectiveness in patient care when applicable; and 9. be board certified when applicable.

Attainment of the rank of Professor is an indication that, in the opinion of colleagues, the individual has made, and continues to make, outstanding contributions in teaching, patient care (if appropriate), research, and/or service, as defined under the Associate Professor rank; has achieved a high level of creative productivity in the academic arena, and has earned national and in most cases international recognition. The higher one's rank, the more he/she should be recognized for sharing his/her knowledge, skills, expertise and talents beyond the institution. It should be stressed that appointment in or promotion to this rank is recognition of outstanding accomplishments rather than of longevity of service. As with other ranks, the following criteria should not be considered all-inclusive, but as guidelines. Candidates must meet the requirements for Associate Professor rank, and in addition, the following are considered: A. National recognition by peers as an authority in his/her particular field of clinical and/or scientific endeavor. B. Effective and devoted leadership in the educational sphere and recognition as an effective and stimulating teacher. C. Maintenance of an active research program with continuity for prolonged periods, that has produced significant scientific contributions and/or young scholars who themselves have become productive and capable of independent investigation. D. Innovative and significant contributions in clinical medicine and its sub-specialties which signify advancements in health care. E. Contributions to academic life by service and leadership on College and/or UTHSC academic committees. F. Overall academic accomplishments and contributions, including: 1.) Membership and perhaps leadership in scientific (professional) organizations on regional and national levels. 2.) Recognition outside the institution such as through honors, invited professorships, peer reviewed publications, participation on study sections or peer review panels, and/or appointments to qualifying specialty and subspecialty boards. 3.) Recognition within the institution through involvement on a leadership level in administration and policy-making functions. 4.) Significant contributions to public service.