<table>
  <thead>
    <tr>
      <th>CLINICAL TRACK</th>
      <th>FT/PT/Vol</th>
      <th>Teaching</th>
      <th>Service</th>
      <th>Res/Schol</th>
      <th>Domain/Career Level Requirements</th>
      <th>Reference Letter Requirements</th>
    </tr>
  </thead>
  <tbody>
    <tr>
      <td>Assistant to Associate</td>
      <td>Full-time</td>
      <td>*Early</td>
      <td>Mid</td>
      <td>*Early</td>
      <td>Mid in Service, *Early in Teaching OR Research/Scholarship</td>
      <td>3 - External or Internal-other dept.</td>
    </tr>
    <tr>
      <td>Assistant to Associate</td>
      <td>Part-time</td>
      <td>*Early</td>
      <td>Mid</td>
      <td>*Early</td>
      <td>Mid in Service, *Early in Teaching OR Research/Scholarship</td>
      <td>3 - External or Internal-other dept.</td>
    </tr>
    <tr>
      <td>Assistant to Associate</td>
      <td>Volunteer</td>
      <td>n/a</td>
      <td>Mid</td>
      <td>n/a</td>
      <td>Mid in Service</td>
      <td>3 - External or Internal-other dept.</td>
    </tr>
    <tr>
      <td>Associate to Professor</td>
      <td>Full-time</td>
      <td>*Mid</td>
      <td>Established</td>
      <td>*Mid</td>
      <td>Established in Service, *Mid in Teaching OR Research/Scholarship</td>
      <td>5 - External or Internal-other dept.</td>
    </tr>
    <tr>
      <td>Associate to Professor</td>
      <td>Part-time</td>
      <td>*Mid</td>
      <td>Established</td>
      <td>*Mid</td>
      <td>Established in Service, *Mid in Teaching OR Research/Scholarship</td>
      <td>5 - External or Internal-other dept.</td>
    </tr>
    <tr>
      <td>Associate to Professor</td>
      <td>Volunteer</td>
      <td>n/a</td>
      <td>Established</td>
      <td>n/a</td>
      <td>Established in Service</td>
      <td>5 - External or Internal-other dept.</td>
    </tr>
  </tbody>
</table>

Note: For faculty based at the VA, Clinical Scholar criteria will be used for Clinicians and Research criteria will be used for Researchers.
# Academic Rank Matrix

Requirements for Appointments, Promotion and Tenure  
(updated January 17, 2019)

<table>
<thead>
<tr>
<th>TENURE TRACK</th>
<th>FT/PT/Vol</th>
<th>Teaching</th>
<th>Service</th>
<th>Res/Schol</th>
<th>Domain/Career Level Requirements</th>
<th>Reference Letter Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant to Associate with Tenure</td>
<td>Full-time</td>
<td>Mid</td>
<td>Early</td>
<td>Mid</td>
<td>Achievement in all domains is required. Must have trajectory towards Professorship. Substantial leadership, innovation and contributions must be apparent. Accomplishments must be above and beyond expectations. Applies to both Clinical and Basic Sciences.</td>
<td>3- External Only from Recognized Scholars at other Universities</td>
</tr>
<tr>
<td>(Researcher/Educator/Clinician)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Professor Tenure Only</td>
<td>Full-time</td>
<td>Mid</td>
<td>Early</td>
<td>Mid</td>
<td>Previously attained Associate Professor level. Achievement in all domains is required. <em>For Tenure, substantial leadership, innovation and contributions to KUMC must be apparent. Accomplishments must be above and beyond expectations since being appointed as Associate Professor. National/International recognition is required.</em></td>
<td>3- External Only from Recognized Scholars at other Universities</td>
</tr>
<tr>
<td>(Researcher/Educator/Clinician)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate to Professor previously Tenured</td>
<td>Full-time</td>
<td>*Est OR Mid</td>
<td>*Est OR Mid</td>
<td>*Est OR Mid</td>
<td>*Established in two domains, and Mid in one domain. Must have trajectory that career accomplishments are sustained and successful.</td>
<td>5- External or Internal-other dept.</td>
</tr>
<tr>
<td>(Researcher/Educator/Clinician)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professor Tenure Only</td>
<td>Full-time</td>
<td>*Est OR Mid</td>
<td>*Est OR Mid</td>
<td>*Est OR Mid</td>
<td>Previously attained Professorship. *Established in two domains and Mid in one domain. <em>For Tenure, substantial leadership, innovation and contributions to KUMC must be apparent. Accomplishments must be above and beyond expectations since being appointed as Professor. National/International recognition is required.</em></td>
<td>5- External Only from Recognized Scholars at other Universities</td>
</tr>
<tr>
<td>(Researcher/Educator/Clinician)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>AFFILIATE TRACK</th>
<th>FT/PT/Vol</th>
<th>Teaching</th>
<th>Service</th>
<th>Res/Schol</th>
<th>Domain/Career Level Requirements</th>
<th>Reference Letter Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant to Associate (Clinician Educator)</td>
<td>Volunteer</td>
<td>Mid</td>
<td>Mid</td>
<td>Early</td>
<td>Achievement in all domains is required. Must apply for promotion within 6 years of initial appointment.</td>
<td>3 - External or Internal-other dept.</td>
</tr>
<tr>
<td>Assistant to Associate (Clinician Investigator)</td>
<td>Volunteer</td>
<td>Early</td>
<td>Mid</td>
<td>Mid</td>
<td>Achievement in all domains is required. Must apply for promotion within 6 years of initial appointment.</td>
<td>3 - External or Internal-other dept.</td>
</tr>
<tr>
<td>Assistant to Associate (Research)</td>
<td>Volunteer</td>
<td>*Early</td>
<td>*Early</td>
<td>Mid</td>
<td>Mid in Research/Scholarship, *Early in Teaching OR Service. Must apply for promotion within 6 years of initial appointment.</td>
<td>3- External Only from Recognized Scholars at other Universities</td>
</tr>
<tr>
<td>Associate to Professor (Clinician Educator)</td>
<td>Volunteer</td>
<td>Established</td>
<td>Established</td>
<td>Mid</td>
<td>Achievement in all domains is required.</td>
<td>5 - External or Internal-other dept.</td>
</tr>
<tr>
<td>Associate to Professor (Clinician Investigator)</td>
<td>Volunteer</td>
<td>Mid</td>
<td>Established</td>
<td>Established</td>
<td>Achievement in all domains is required.</td>
<td>5 - External or Internal-other dept.</td>
</tr>
<tr>
<td>Associate to Professor (Research)</td>
<td>Volunteer</td>
<td>*Mid</td>
<td>*Mid</td>
<td>Established</td>
<td>Established in Research/Scholarship, *Mid in Teaching OR Service. National/International recognition is required.</td>
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