Summary of Expectations for Promotion

The following are minimal expectations for specific promotions:

Tenure Track:

- To Associate Professor: Proficiency and contributions must be demonstrated in all three academic domains with documentation of attainment of at least Mid-Career Level in both teaching and research/scholarship and Early Career Level in academic service.
- To Professor: Demonstration of sustained contributions and achievements in all three domains with documentation of established-career level in the two domains most appropriate to the role of the individual and a least mid-career level in the remaining domain. National or international recognition of expertise is required.

Clinical Scholar Track is comprised of two academic pathways; one for Clinician Educators and the other for Clinician Investigators. These are not formal tracks, but vary in the primary/critical domain.

- Promotion to Associate Professor
  - Clinician-Educator: attainment of Mid-Career Level in professional (clinical) service, academic service, and teaching must be documented plus documentation of at least Early Career Level in scholarship.
  - Clinician-Investigator: attainment of Mid-Career Level in professional (clinical) service, academic service and scholarship. Teaching must be at least Early Career Level.
- Promotion to Professor
  - Clinician-Educator: attainment of Established Career Level in professional (clinical) service, academic service, and teaching must be documented plus documentation of at least Mid-Career Level in scholarship.
  - Clinician-Investigator: attainment of Established Career Level in professional (clinical) service, academic service and scholarship. Teaching must be at least Mid-Career Level.

Clinical Track:

- Promotion to Clinical Associate Professor: Applicants must document attainment of Mid-Career Level in professional (clinical) service plus documentation of at least Early Career Level in research/scholarship or teaching.
- Promotion to Clinical Professor: Applicants must document Established Career Level (national recognition) in professional (clinical) service with at least Mid-Career Level achievements in research/scholarship or teaching and Early Career Level in the remaining domain.

Research Track:

- Promotion to Research Associate Professor: Attainment of at least Mid-Career Level in research/scholarship must be documented plus at least Early Career Level in one of the other two domains.
- Promotion to Research Professor: Established Career Level (national or international recognition) must be documented in research/scholarship plus at least Early Career Level in one of the remaining two domains.
Part-Time Faculty Appointments: Faculty members whose percent effort is between 0 and 0.5 FTE will be considered under the part-time promotion criteria. This criteria is established only for promotion purposes.

- Promotion to Clinical or Research Associate Professor (Part-Time): Documentation is required of Mid-Career Level in the principal domain of activity plus Early Career Level achievements in one other domain. This Early Career Level domain may include service to the Medical School, University, or professional specialty or discipline.
- Promotion to Clinical or Research Professor (Part-Time): For professorial appointments, part-time faculty members must meet the expectations of the clinical or research track, including requirements for scholarship.

Manual for Volunteer Faculty at the University of Kansas School of Medicine

Volunteer Faculty Appointments

- Promotion to Clinical or Research Associate Professor (Volunteer): Documentation is required of Mid-Career Level achievements in the principal domain of activity plus Early Career Level achievements in one other domain. This Early Career Level domain may include service to the Medical School, University, or professional specialty or discipline.
- Promotion to Clinical or Research Professor (Volunteer): For professorial appointments, volunteer faculty members must meet the expectations of the clinical or research track, including requirements for scholarship.

Affiliated Institutions (Volunteer)

- Each department is encouraged to commit itself to making faculty appointments that enhance or have strong potential to enhance the quality of the department. Criteria that should be considered are quality of publications and scientific training indicative of the potential for carrying out quality investigations published in refereed journals bearing his/her name as principal author, and for contributing to the mission of the department and the School of Medicine.
- Individuals appointed as an Assistant Professor on the Affiliate Track in the School of Medicine must have documented qualities as a biomedical researcher and a commitment to teaching, graduate student training, and/or service within the department (see page 14 of the Manual for Volunteer Faculty).