

Academic Rank Matrix -Career Level Expectations-

Requirements for Faculty Appointments, Promotion and Tenure

* denotes career levels on tracks where documentation is expected in one of two domains
(FT=Full Time, PT=Part Time, Vol=Volunteer)

CLINICAL TRACK	FT/PT/Vol	Teaching	Service	Res/Schol	Domain/Career Level Requirements	Reference Letter Requirements
Assistant Professor to Associate Professor	FT/PT	*Early	Mid	*Early	Mid in Service, *Early in Teaching OR Research/Scholarship	Minimum 3 Letters Required. External or Internal. Internal letters cannot be from applicant's primary department.
Assistant Professor to Associate Professor	Vol	n/a	Mid	n/a	Mid in Service	
Associate Professor to Professor	FT/PT	*Mid	Established	*Mid	Established in Service, *Mid in Teaching OR Research/Scholarship AND must have National/International Recognition	Minimum 5 Letters Required. External and Internal. At least 2 letters must be External from Recognized Scholars at other Universities. Internal letters cannot be from applicant's primary department.
Associate Professor to Professor	Vol	n/a	Established	n/a	Established in Service AND must have National/International Recognition	
RESEARCH TRACK	FT/PT/Vol	Teaching	Service	Res/Schol	Domain/Career Level Requirements	Reference Letter Requirements
Assistant Professor to Associate Professor	FT	*Early	*Early	Mid	Mid in Research/Scholarship, *Early in Teaching OR Service, AND must have Regional/National Recognition	Minimum 3 Letters Required. EXTERNAL ONLY from Recognized Scholars at other Universities.
Assistant Professor to Associate Professor	PT	*Early	*Early	Mid	Mid in Research/Scholarship, *Early in Teaching OR Service	
Assistant Professor to Associate Professor	Vol	n/a	n/a	Mid	Mid in Research/Scholarship	
Associate Professor to Professor	FT	*Mid	*Mid	Established	Established in Research/Scholarship, *Mid in Teaching OR Service, AND must have National/International Recognition	Minimum 5 Letters Required. EXTERNAL ONLY from Recognized Scholars at other Universities.
Associate Professor to Professor	PT	*Mid	*Mid	Established	Established in Research/Scholarship, *Mid in Teaching OR Service, AND must have National/International Recognition	
Associate Professor to Professor	Vol	n/a	n/a	Established	Established in Research/Scholarship, AND must have National/International Recognition	
EDUCATOR TRACK	FT/PT/Vol	Teaching	Service	Res/Schol	Domain/Career Level Requirements	Reference Letter Requirements
Assistant Professor to Associate Professor	FT/PT	Mid	*Early	*Early	Mid in Teaching, *Early in Service OR Research/Scholarship	Minimum 3 Letters Required. External or Internal. Internal letters cannot be from applicant's primary department.
Assistant Professor to Associate Professor	Vol	Mid	n/a	n/a	Mid in Teaching	
Associate Professor to Professor	FT/PT	Established	*Mid	*Mid	Established in Teaching, *Mid in Service OR Research/Scholarship, AND must have National/International Recognition	Minimum 5 Letters Required. External and Internal. At least 2 letters must be External from Recognized Scholars at other Universities. Internal letters cannot be from applicant's primary department.
Associate Professor to Professor	Vol	Established	n/a	n/a	Established in Teaching, AND must have National/International Recognition	
CLINICAL SCHOLAR TRACK	FT/PT/Vol	Teaching	Service	Res/Schol	Domain/Career Level Requirements	Reference Letter Requirements
Assistant Professor to Associate Professor (Educator)	FT/PT	Mid	Mid	Early	Achievement in all domains is required	Minimum 3 Letters Required. External or Internal. Internal letters cannot be from applicant's primary department.
Assistant Professor to Associate Professor (Investigator)	FT/PT	Early	Mid	Mid	Achievement in all domains is required	
Associate Professor to Professor (Educator)	FT/PT	Established	Established	Mid	Achievement in all domains is required, AND must have National/International Recognition	Minimum 5 Letters Required. External and Internal. At least 2 letters must be External from Recognized Scholars at other Universities. Internal letters cannot be from applicant's primary department.
Associate Professor to Professor (Investigator)	FT/PT	Mid	Established	Established	Achievement in all domains is required, AND must have National/International Recognition	

Faculty at the VA: Clinical Scholar Track criteria will be used for Clinicians with an unmodified title
Clinical Track criteria will be used for Clinicians with a modified title
Research Track criteria will be used for Researchers

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TENURE TRACK	FT/PT/Vol	Teaching	Service	Res/Schol	Domain/Career Level Requirements	Reference Letter Requirements
Assistant Professor to Associate Professor with Tenure (Researcher/Educator/Clinician)	FT	Mid	Early	Mid	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.	Minimum 3 Letters Required. EXTERNAL ONLY from Recognized Scholars at other Universities.
Associate Professor Tenure Only (Researcher/Educator/Clinician)	FT	Mid	Early	Mid	Previously attained Associate Professor level. Achievement in all domains is required. 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.	
Associate Professor to Professor previously Tenured (Researcher/Educator/Clinician)	FT	*Est OR Mid	*Est OR Mid	*Est OR Mid	*Established in two domains, and Mid in one domain. Must have trajectory that career accomplishments are sustained and successful. National/International recognition is required.	Minimum 5 Letters Required. EXTERNAL ONLY from Recognized Scholars at other Universities.
Professor Tenure Only (Researcher/Educator/Clinician)	FT	*Est OR Mid	*Est OR Mid	*Est OR Mid	Previously attained Professorship. *Established in two domains and Mid in one domain. 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.	
AFFILIATE TRACK	FT/PT/Vol	Teaching	Service	Res/Schol	Domain/Career Level Requirements	Reference Letter Requirements
Assistant Professor to Associate Professor (Clinician Educator)	Vol	Mid	Mid	Early	Achievement in all domains is required. Must apply for promotion within 6 years of initial appointment.	Minimum 3 Letters Required. External or Internal. Internal letters cannot be from applicant's primary department.
Assistant Professor to Associate Professor (Clinician Investigator)	Vol	Early	Mid	Mid	Achievement in all domains is required. Must apply for promotion within 6 years of initial appointment.	
Assistant Professor to Associate Professor (Research)	Vol	*Early	*Early	Mid	Mid in Research/Scholarship, *Early in Teaching OR Service. Must apply for promotion within 6 years of initial appointment. Regional/National recognition is required.	Minimum 3 Letters Required. EXTERNAL ONLY from Recognized Scholars at other Universities.
Associate Professor to Professor (Clinician Educator)	Vol	Established	Established	Mid	Achievement in all domains is required, AND must have National/International Recognition	Minimum 5 Letters Required. External and Internal. At least 2 letters must be External from Recognized Scholars at other Universities. Internal letters cannot be from applicant's primary department.
Associate Professor to Professor (Clinician Investigator)	Vol	Mid	Established	Established	Achievement in all domains is required, AND must have National/International Recognition	
Associate Professor to Professor (Research)	Vol	*Mid	*Mid	Established	Established in Research/Scholarship, *Mid in Teaching OR Service, AND must have National/International Recognition	Minimum 5 Letters Required. EXTERNAL ONLY from Recognized Scholars at other Universities.