

OUWB School of Medicine
Standard Appointment/Reappointment/Promotion Criteria

Associate Professor:

Faculty at this rank must have completed a minimum of five years as an assistant professor or equivalent at the time the review for promotion is initiated, although early promotion may be considered. There is no automatic promotion to the associate professor level based solely on years in rank. This rank signifies a high level of professional accomplishment and a significant commitment by the faculty member to the School of Medicine's programs. Documentation of excellence is required. For standard appointments, faculty members at this rank must have demonstrated a sustained commitment to the educational program of the School of Medicine by accepting ongoing teaching assignments and/or committee service. Expertise and excellence must be demonstrated in the performance of such responsibilities.

Clinician-Investigator Focus:

The candidate with a standard appointment for promotion to the rank of associate professor must demonstrate evidence of achievement as a clinician who is also engaged in basic, translational, or clinical investigation. At this rank, the candidate must demonstrate evidence of regional/national recognition as an expert in the candidate's academic discipline. The candidate must also demonstrate evidence of presentations at regional meetings and evidence of publication in the high quality peer-reviewed literature as a principal author, senior author, or collaborator. Attainment of independent research support is desirable but not required with a standard appointment. However, in the absence of independent research support, evidence must be provided to demonstrate that the candidate's work has contributed to research support to the candidate's research group or to interdisciplinary efforts between the candidate's research group and other groups. Candidates must also meet expectations as a medical educator if their duties involve education to medical students, residents, fellows, graduate students or post-doctoral fellows. Achievement in service to the School of Medicine, Oakland, Beaumont or community is required.