

OUWB School of Medicine Tenure-Track Appointment/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.

Faculty members may receive an initial tenured appointment in the School of Medicine at the rank of associate professor based upon academic achievement at another medical school or a combination of academic achievement and equivalent achievement in government service or the private sector.

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. Faculty members at this rank must demonstrate a sustained commitment to the academic programs 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.

Educator Focus:

Faculty members at this rank must be actively engaged in the scholarship of education. The feature that distinguishes this academic focus from other focuses for faculty members with a tenured appointment is the commitment to scholarship in the area of medical education. Faculty members may innovate through a variety of activities. Examples of such activities include, but are not limited to innovations in curriculum development, student and program assessment, teaching and learning methodologies, the incorporation of technology into the learning environment, and educational outcomes measures. The School of Medicine recognizes that it is challenging to secure and sustain extramural funding to support scholarship in medical education. Publication in peer-reviewed journals and presentations at scholarly meetings and symposia are required. Faculty members must be contributing to medical education literature, must have demonstrated significant evidence of emerging leadership in their fields, and must have attained some degree of recognition at the regional/national level.