

## OUWB School of Medicine

### Standard Appointment/Reappointment/Promotion Criteria

#### **Professor:**

Faculty at this rank must have completed a minimum of five years as an associate professor and have established a national/international reputation or equivalent at the time the review for promotion is initiated, although early promotion may be considered. There is no automatic promotion to the 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 professor based upon high academic achievement at another school of medicine or a combination of academic achievement and equivalent achievement in government service or the private sector.

This rank signifies an exceptionally high level of professional accomplishment and a significant commitment by the faculty member to the School of Medicine's programs and the field. 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.

#### **Clinician-Investigator Focus:**

The candidate with a standard appointment for promotion to the rank of professor must demonstrate evidence of high achievement as a clinician who is also engaged in basic, translational, or clinical investigation. At this rank, the candidate must demonstrate national recognition as an expert in the candidate's academic discipline. The candidate must also demonstrate evidence of presentations at national meetings and evidence of publication in 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 indicate 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.