

Promotion on the Tenure Track
Department of Pediatrics/Vanderbilt University School of Medicine

Promotion to the rank of Associate Professor on the tenure track can be attained when a faculty member has demonstrated:

- 1) excellence in research, scholarship, or creative expression of sufficiently high quality to gain favorable recognition within one's discipline at the national level;
- 2) a high level of effectiveness in teaching; and,
- 3) satisfactory performance in the area of service.*

For tenure, there must be evidence that continuing and sustainable resources will be available to support future scholarly efforts.

Promotion to the rank of Professor is attained when the individual has an international reputation as a leader in their field, which includes the same criteria below with the scholarship more substantial and more completely developed.

<p align="center">RESEARCH AND SCHOLARSHIP <u>Components:</u></p> <ul style="list-style-type: none"> ● Sustained publication in leading peer-reviewed journals ● Peer recognition ● Sustained grant support ● Mentoring of graduate students, postdoctoral fellows, faculty 	<p align="center">TEACHING <u>Components:</u></p> <ul style="list-style-type: none"> ● Central teaching role ● Evidence of teaching effectiveness
<p>Sustained publication in leading peer-reviewed journals High quality publications in leading journals A clear theme or pattern of research is evident Consistent track record of publications sustained through the years Articles are frequently cited by other researchers Articles are felt to advance the faculty member's field of study</p>	<p>Central teaching role Record of courses taught and teaching roles Record of non-classroom teaching Description of special contributions towards teaching Invited teaching activities at meetings or other institutions</p>
<p>Peer recognition Membership on NIH or other study sections (federal or non-federal) Editorial Board membership and/or regular reviewing for journals Invited participation in major scientific meetings Invited lectures and visiting professorships at other institutions Invited authorship of books, chapters, and reviews Receipt of honors for scientific achievements Election or selection to membership/leadership in organizations Leadership at national meetings</p>	<p>Evidence of teaching effectiveness Evaluations of teaching effectiveness from learners Receipt of teaching awards Testimonials from learners about the teaching effectiveness or impact of the faculty member on the individual's learning or career</p>
<p>Sustained grant support Obtaining peer-reviewed (usually federal) grant support Grant support is sustained (either multiple grants or renewal of grants) Evidence that grant support is likely to continue to be sustained</p>	<p align="center">SERVICE <u>Components:</u></p> <ul style="list-style-type: none"> ● Internal governance and University outreach ● Exemplary patient care ● Contributions to professional and learned societies
<p>Mentoring of graduate students, fellows, faculty Track record of training students, fellows, and faculty Trainees have been successful at publishing papers, obtaining grants Letters from trainees document the impact of faculty member on career</p>	<p>Internal governance and University outreach Significant service on Medical Center/University committees Service in community organizations that enhance health: Health-related community-based organizations (Boards) Campus-community partnerships serve community & teach</p>
	<p>Exemplary patient care Regional or national reputation (regional/national committees, editorial review, meeting organizer) Clinical referral patterns – regional or national Invited participation in external rounds, conferences Role model for trainees Publication of case reports</p>
	<p>Contributions to professional and learned societies Regional or national service on committees or organizations Extramural consultation with government, industry, academics Leadership positions with professional societies</p>

*From the School of Medicine standards for promotion.

How to demonstrate exemplary performance:

1. Faculty member's CV provides listing of professional activities and accomplishments.
2. University required Documentation of Teaching and Critical References forms document teaching and scholarship.
3. External letters provide attestation of the reputation of the faculty member, including the likelihood that they would be promoted at the letter writer's institution. For Professor, letters are solicited from both national and international peers.
4. Letters solicited from trainees by the Department describe the impact of the faculty member on trainees' career development (typically 3-5 letters)