

**COLLEGE OF  
APPLIED HEALTH  
SCIENCES**



# **Revised Promotion & Tenure Guidelines**

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# Statement of Norms, Standards and Expectations regarding Appointment and Promotion of Faculty Members

College of Applied Health Sciences  
University of Illinois at Chicago

## Introduction

The faculty of the College of Applied Health Sciences (AHS) is a highly diverse group of scientists, scholars and clinicians. In accord with the missions of the University of Illinois at Chicago (UIC), AHS considers its primary missions to be in the areas of research/scholarship, teaching, and service.

## I. Tenure Track

The award of tenure is reserved for faculty with a record of focused and sustained research/scholarly productivity, in addition to participation in educational activities and public, institutional and professional/disciplinary service. Awarding of tenure is an expression of confidence that the recipient will continue to maintain excellence as an active researcher/scholar, an educator, and as a leader in his/her profession/discipline.

**I.A Assistant Professor.** Appointment at the level of Assistant Professor requires the candidate to hold a doctorate or terminal professional/disciplinary degree; to have begun a focused independent research/scholarly direction that is consistent with fulfilling the criteria for promotion to Associate Professor, including a demonstrated record of scholarly publications and acquisition of appropriate levels of funding; and to have demonstrated promise in teaching and service activities.

**I.B Associate Professor.** Promotion to Associate Professor with tenure requires, foremost, demonstration of a national reputation for research/scholarly contributions to his/her field and demonstrated promise of becoming leaders in their fields.

**I.B.1** Metrics used to gauge excellence in research/scholarship include, but are not limited to sustained growth of independent research/scholarship of the highest quality in their profession/area of research, or, in the context of team/collaborative science, evidence of independence *within the collaboration*; evidence of peer reviewed publications, as well as other products of scholarship, such as publication of scholarly book(s) and performance art, presentations and scholarly products indicative of their area of research/scholarship; evidence of having secured appropriate levels of funding; evidence, where appropriate, of having provided graduate student advisement/direction, memberships on editorial boards, scientific review committees and advisory boards; invited presentations and awards; and elected positions in national organizations.

**I.B.2** Candidates must document a record of excellence in teaching which may include, but is not limited to active, ongoing participation in course/curriculum design, development, and evaluation; significant involvement in mentoring/advising undergraduate, graduate and/or post-professional students; development of instructional techniques, software and teaching materials;

excellent student and peer evaluations; as well as formal recognition of teaching.

**I.B.3** Evidence of service to the institution, profession, governmental organization(s), and/or to a segment of the larger society is also a criterion for promotion and may include, but is not limited to administration/direction of departmental/interdepartmental training or research program(s), and/or student service organization(s); membership in University, College and/or Departmental governing bodies and committees; representation of the University, College or Department to external agencies and/or to the public at-large; participation in the design or delivery of continuing education programs; appointment/election to offices in local, regional, national and/or international professional societies; and/or participation in public service organizations, or community agencies and boards.

**I.C Professor.** Promotion from Associate to Full Professor requires demonstration of a national and international reputation for sustained research/scholarly contributions to his/her field (see Section I.B.1) and recognition as a leader in their field. Evidence of continued excellence in teaching (See Section I.B.2) and provision of significant service to the institution and their discipline/profession is required (See Section I.B.3).

## **II. Non-tenure tracks**

**II.A Clinical Track.** Faculty in this track have a primary commitment to, and demonstrated excellence in teaching and service. Clinical track faculty are not expected to be independent investigators, but are expected to be engaged in productive research/scholarly activity. The receipt of external funds for research and other scholarly pursuits is encouraged but not required for promotion in this track.

**II.A.1 Clinical Assistant Professor.** Appointment at the level of Clinical Assistant Professor requires the candidate to hold a doctorate, terminal, or advanced degree, as dictated by the needs of the department; and to demonstrate basic teaching experience.

**II.A.2 Clinical Associate Professor.** Promotion to Clinical Associate Professor requires demonstrated excellence in teaching and service (See Section I.B.2). They should show promise of becoming leaders in their fields, and should have attained a reputation of excellence at the local or regional level. Faculty promoted to Clinical Associate Professor should be engaged in research/scholarship that results in refereed publications, practice guidelines, articles targeting clinicians, practice-related publications, chapters, and/or practice reports.

**II.A.3 Clinical Professor.** Faculty at this rank should have demonstrated sustained excellence in their teaching, service and research/scholarly activity. Research/scholarly activity is expected to result in refereed publications, practice guidelines, articles targeting clinicians, practice-related publications, chapters, and/or practice reports. Faculty promoted to Clinical Professor should have attained a reputation of excellence and leadership in their fields nationally and/or internationally.

**II.B Research Track.** Faculty in this track have a primary commitment to research/scholarship.

**II.B.1** Appointment at the level of Research Assistant Professor requires the candidate to

hold a doctorate or terminal professional/disciplinary degree, to have begun a promising research/scholarship program that is consistent with fulfilling the criteria for promotion to associate professor in the tenure track (See Section I.B.1).

Criteria for the promotion in the Research Track parallel those of the Tenure Track (See Sections I.B.2 and I.B.3), but may vary with respect to individual departmental norms and expectations. They also carry the recognition that faculty in the research track normally have reduced teaching and service responsibilities, but correspondingly increased responsibility in research/scholarship.

**II.C Lecturer/Instructor Tracks.** Faculty in this track have a primary commitment to teaching.

### **II.C Lecturer**

**II.C.1 Lecturer** Faculty appointed in this track hold a graduate degree in an appropriate field of specialization and have a primary commitment in teaching.

**II.C.2 Senior Lecturer** Lecturers who have completed at least three academic years as a lecturer within a five year period with at least a 50% appointment in the unit and have a record of excellent teaching may be considered for promotion to Senior Lecturer.

### **II.D Instructor**

**II.D.1 Instructor** Faculty appointed in this track have a terminal degree in an appropriate field of specialization (current instructors without a terminal degree will be grandfathered in this policy), and have primary commitments to teaching and service. In some cases, at the discretion of the department head, instructors may be provided with the opportunity to pursue research/scholarly activity.

**II.D.2 Senior Instructor** Instructors who have completed at least three academic years as an instructor within a five year period with at least a 50% appointment in the unit and have a record of excellent teaching may be considered for promotion to Senior Instructor.