



This guide is a summary of the material provided in the SUNY Upstate College of Medicine Standards and Criteria for Appointment, Rank, Promotion, and Tenure Policy.

### **Standards for Promotion to Professor:**

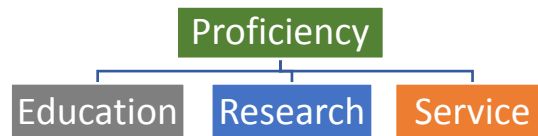
Time in rank: Minimum of 7 years. Initiate process during year 6.

Prior service: Maximum of 3 years can be applied to count toward P&T.

Terminal Degree and certification requirements: A terminal degree, appropriate post-doctoral training, and board certification as expected for clinical specialties, are required for senior ranks.

### **Proficiency Criteria for Senior Ranks:**

All faculty must be proficient in all areas of professional responsibilities as defined in their Annual Agreement of Faculty Academic Expectations (AAE).



#### **Education:**

- Documented education assignment and high-quality independent instruction, consulting or advising related to education;
- Evaluations by recipients of education efforts (e.g., undergraduate students, medical students, graduate students, residents, fellows, faculty or staff) demonstrating performance meets or exceeds that of others at equivalent career levels; and
- Positive supervisory and/or peer reviews of the teaching effort.

#### **Research:**

- Brings research to conclusion;
- If  $\geq 20\%$  research, average of one annual publication expected;
- If  $< 20\%$  research, proficiency can be demonstrated by publications, published abstracts, book chapters, scholarly presentations, and mentorship of trainees; and
- In the humanities, “production of creative works” is considered an example of scholarship and research.

#### **Service:**

- Community service documented with positive peer and supervisory reviews.
- Clinical service documented as a clinical assignment with high quality independent patient care; positive reviews by peers and supervisors.
  - Licensure, boards, insurability and admitting privileges as appropriate
- Administrative efforts may serve to indicate proficiency in the specific areas (teaching, research, clinical service) to which they are directed. When administrative service is used as an area of proficiency, significant administrative efforts do not fall into one of the other categories of professional activity (teaching/education, clinical, community, or research/scholarship).
- Evaluations by the recipients of service should document proficiency.

### **Demonstration of Excellence for Professor:**

Excellence is generally demonstrated by leadership in one of three areas:

Must also meet all criteria for associate professor within area of excellence. See associate document.

### **Excellence in Education:**

- Significant recognition of extra-university leadership in education or other significant recognition as a national leader and expert. Including the following:
  - Funding via education grants or contracts;
  - Educational scholarship;
  - Developed texts or other media for educational purposes; and
  - Participation in extramural educational initiatives, evidence could include:
    - Election to national committees or boards involved with education
    - Invited as visiting professor to present on educational innovations
    - Participated in subspecialty board review or test development committee
    - Invited to be an accreditation site visitor
    - Invitations to serve in these capacities must be provided as documentation

### **Excellence in Research:**

- Evidence of national prominence including many or all of the following:
  - Sustained, renewed federal funding as PI or project director of multi-project grant
  - Invited lectures
  - Invited book chapters
  - Service on national study sections
  - Service on editorial boards
  - National awards
  - Important review articles
  - Organized scientific conferences
  - Edited special journal issues or books
- Annual publication reflecting meaningful scholarly contributions if journal is judged to be high quality/visibility; and
- Sustained, renewed federal funding as project investigator or project director of a multi-project grant, required.

### **Excellence in Clinical Service:**

- Evidence of extra-university leadership in clinical service or other significant recognition as a national expert. Evidence includes:
  - Clinical scholarship; and
  - Participation in extramural clinical activities, such as many or all of the following:
    - Election to national committees or boards
    - Invited as a visiting professor for clinical activity
    - Participated in subspecialty board review or test development committee
    - Invited to be an accreditation site visitor
    - Invitations to serve in these capacities must be provided as documentation.

### **Excellence in Administrative or Community Service**

- National recognition for administrative accomplishments or community service may serve as the basis for promotion to professor and is reviewed on an individual basis.