

Appendix A: College Guidelines

Promotion Guidelines for Career Track (NTE) Faculty at UA Colleges of Medicine (Phoenix & Tucson)		
Track Type	Clinical Series	Clinical Scholar
Primary Mission	Clinician, patient care focus	Clinician, +/- admin, scholarship
Promotion Review Timeframe	6+ year in rank (typically)	6+ year in rank (typically)
Promotion Criteria/Primary Objectives	Optimized clinical volume, teaching participation, clinical care quality; effectiveness of healthcare; department metrics (department must attest to excellent clinical care with documentation of how that determination was accomplished)	Clinical niche, innovation in care delivery; publications, reputation, enduring materials; patents, clinical trials; department metrics (department must attest to excellent clinical care with documentation of how that determination was accomplished)
Secondary Objectives	Publications, national reputation, member/leadership in professional organizations	Grants, national leadership
Effort %	Typically 90-100% in clinical with teaching duties in clinics/wards	Scholarly output should reflect available time for scholarship (typically 5%)
Research Funding Philosophy	Not expected	Not required
Assistant Professor		
Total Papers First + Senior	N/A - abstracts encouraged	N/A - demonstrated interest in scholarship
Reputation	Emerging local	Emerging local
Teaching/Mentoring	Yes	Yes
Grant Funding	N/A	N/A
Associate Professor		
Total Papers First + Senior (for time in rank)	Preferred, not required	Typically 1-2 per year with half as first/senior
Reputation	Strong local/regional	Strong regional/national
Teaching/Mentoring	Demonstrates support for the teaching and scholarly missions of the department	Local to national teaching/mentoring excellence
Grant Funding	N/A	Helpful if present, but not expected
Full Professor		
Total Papers First + Senior (for time in rank)	Preferred, other scholarship required	Typically 1-2 per year with half as first/senior
Reputation	Regional to national	National to international
Teaching/Mentoring	Local awards, sustained participation/excellence	Local to national awards, sustained participation/excellence
Grant Funding	N/A	Helpful if present, but not expected