

**East Tennessee State University
Quillen College of Medicine**

Descriptions of Faculty Tracks

(Full Academic Track, Modified Academic Tracks, and Volunteer/Clinical Tracks)

Minimum Criteria for Promotion in Each Track

Definition of Tenure

Pre-Tenure Review Process

Criteria for the Awarding of Tenure



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East Tennessee State University Quillen College of Medicine

Types of Faculty Tracks

Full Academic Tracks	Modified Academic Tracks	Volunteer/Clinical Tracks
Tenure Appointment	Clinical Track	Clinical/Volunteer
Tenure Track	Research Track	VA Volunteer
	VA Academic Track	Adjunct

Temporary appointments in the College of Medicine were phased out as of June 30, 2003, with the exception of contracts for 6 months or less.

Descriptions of Full Academic Tracks

Faculty Track	Description
Tenure Track <i>(Prior to the awarding of tenure)</i>	are appointments for regular full-time faculty with academic rank, and may be for the academic or fiscal year. Tenure-track appointments are for faculty who are employed in a probationary period of employment preliminary to consideration for tenure. Tenure-track appointments shall not include any right to permanent or continuous employment, shall not create any manner of legal right, interest, or expectancy of renewal or any other type of appointment, and shall be subject to annual renewal by the institution. (Source: TBR Policy 5:02:07:10)
Tenure Appointment <i>(After the awarding of tenure)</i>	are appointments of full-time faculty who have been awarded tenure by the Board pursuant to the provisions of this policy. Tenure appointments include the assurance of continued employment for the academic year for an indefinite period, subject to expiration, relinquishment, or termination of tenure as hereinafter provided. Such appointments do not include assurance of continued employment at any specified salary or position or employment during summer sessions or inter-sessions. (Source: TBR Policy 5:02:07:10)

Faculty holding appointments in these tracks will have the title instructor, assistant professor, associate professor, or professor. The titles do not include the words research or clinical.



East Tennessee State University Quillen College of Medicine

The faculty of each department has adapted this generic set of criteria to establish appropriate standards specific to the department's distinct disciplines. Faculty members within each department are judged on the basis of those departmental criteria.

Minimum Criteria for Promotion to the Rank of Professor for Full Academic Track Appointments			
Category	Percent Time Devoted	Evaluation Standard	Criteria <i>Candidates would not be expected to meet all of the criteria listed, but would meet the majority.</i>
Research/ Scholarly Activity <i>The candidate's academic record should provide clear evidence of national/international recognition as an expert in his/her field. Publications and external funding should be absolute requirements. Each Department should define majority as a minimum number of criteria (e.g., 4 of 6).</i>	50% - 80%	Excellent	<ul style="list-style-type: none"> • Publication of >5 book chapters. • ≥50 publications in peer-refereed journals. However, the quality of publications should be a critical determinant for a Professor, <i>i.e.</i> fewer publications in high impact, premier journals are preferable to more publications in second/third tier journals. Departments are encouraged to develop journal impact publication criteria using Science Citations ratings. • PI on 1 major grant at time of promotion, and history of continuous funding. (Not including R15s, 1 year development grants, or seed money). • >50 presentations at national/international meetings (including residency and postdoctoral period). • Active reviewer for ≥ 2 journals, and/or member of national or federal peer review panel (NIH, VA, AHA, <i>etc.</i>) • 10 invited presentations to scientific meetings or other academic institutions
		Good	N/A – It is unlikely that with a >50% commitment to research, that other than an “excellent” evaluation would be acceptable. In the rare case that only a “good” rating is achieved, use the criteria for excellent under 20% time devoted.

Minimum Criteria for Promotion to the Rank of Professor for Full Academic Track Appointments

Category	Percent Time Devoted	Evaluation Standard	<p align="center">Criteria</p> <p align="center"><i>Candidates would not be expected to meet all of the criteria listed, but would meet the majority.</i></p>
	20% - 50%	Excellent	<ul style="list-style-type: none"> • 15 publications, including peer-reviewed journals and/or chapters, half as first author, half at ETSU • Co-investigator on a major grant (at least 10% effort) • Citations index–list candidate’s articles used in major publications • 20 presentations (including residency and post-doctoral period)
		Good	<ul style="list-style-type: none"> • 5 publications/chapters (1 to 2 as first author), half at ETSU • 5 presentations at regional/international meetings or otherwise convincing evidence of emerging national recognition (including residency and post-doctoral period)
	<20%	Excellent	<ul style="list-style-type: none"> • 5 publications/chapters (1 to 2 as first author), half at ETSU • 5 presentations at regional/international meetings or otherwise convincing evidence of emerging national recognition (including residency and post-doctoral period)

Minimum Criteria for Promotion to the Rank of Professor for Full Academic Track Appointments

Category	Percent Time Devoted	Evaluation Standard	Criteria <i>Candidates would not be expected to meet all of the criteria listed, but would meet the majority.</i>
<p>Teaching</p> <p><i>Department should define “majority” as a minimum number of criteria for a candidate at the Professorial rank, i.e. 5 or 6 of 9. They should also be encouraged to develop rating systems for trainees to evaluate teaching (medical students, residents, grad. students, etc.)</i></p>	<p>N/A</p> <p>It is generally accepted that attaining the standard of excellence in teaching is irrespective of the time commitment. With rare exception, a faculty member would not be assigned more than 80% time teaching allowing time for achievements in research/ scholarly activity and service.</p>	<p>Excellent</p>	<ul style="list-style-type: none"> • Peer review (including chair’s review) leading to excellent ratings. • Recipient of teaching award—may be included but is not required. • Consistent student evaluations in excellent category. • Coordination or significant participation in at least 1 medical school course or 2 residency seminars, and/or instruction of a significant number (~30 to 60 percent) of lectures in major course (may include but not require serving as course director or program director). • Successful direction of a residency training program, clerkship program, or graduate program. • Active participation in curriculum planning and evidence of being viewed as making significant contribution to curriculum development. • Ability to identify at least 15 “mentees” who identify individual as a major career influence. • Consistent excellent evaluations for teaching/ presentations outside the COM • Evidence of national involvement in curriculum design or teaching evaluation (supported by letters from national organizations). • Development of well attended and highly rated CME programs. • Consistent excellent ratings at continuing education program presentations. • Evidence of scholarly activity.

Minimum Criteria for Promotion to the Rank of Professor for Full Academic Track Appointments

Category	Percent Time Devoted	Evaluation Standard	<p align="center">Criteria</p> <p align="center"><i>Candidates would not be expected to meet all of the criteria listed, but would meet the majority.</i></p>
		Good	<ul style="list-style-type: none"> • Peer review (including chair’s review) leading to good to excellent ratings. • Recipient of teaching award–may be included but is not required. • Consistent student evaluations in the good to excellent category. • Instruction of at least 20 hours in residency seminars or medical student courses annually. • Ability to identify at least one “mentee” who identifies the individual as a major career influence. • Good to excellent evaluations at CME conferences.

Minimum Criteria for Promotion to the Rank of Professor for Full Academic Track Appointments

Category	Percent Time Devoted	Evaluation Standard	<p align="center">Criteria</p> <p align="center"><i>Candidates would not be expected to meet all of the criteria listed, but would meet the majority.</i></p>
<p>Service</p> <p><i>Departments should define "majority" as a minimum number of criteria for a candidate at the Professorial rank, i.e. 5 or 6 of 9.</i></p>	<p>≤80%</p>	<p>Excellent</p>	<ul style="list-style-type: none"> • Evidence of coordination/direction of a major clinical program (clinic, hospital service, laboratory, etc.). • Referrals from beyond immediate region: statewide and/or national (e.g., at least 1/3 of referrals from outside MEAC) • Service in national or regional professional organizations, regulatory bodies, College of Medicine, and/or University committees/boards/task forces • Development of a well-recognized practice parameter or algorithm for a particular diagnosis or procedure • Current board certification (including re-certification if applicable) • Service as a board examiner, or participation in the development of board examinations • Offering a unique clinical specialty or service for the region as evidenced by support letters from colleagues/peers • Service on national or federal scientific review boards or journal editorial boards • For primary care physicians: Establishment of successful primary care practice. • Evidence of scholarly activity.

Minimum Criteria for Promotion to the Rank of Professor for Full Academic Track Appointments

Category	Percent Time Devoted	Evaluation Standard	<p align="center">Criteria</p> <p align="center"><i>Candidates would not be expected to meet all of the criteria listed, but would meet the majority.</i></p>
		Good	<ul style="list-style-type: none"> • Referrals from throughout the region (<i>e.g.</i>, at least 1/5 of referrals from outside MEAC). • Service in national or regional professional organizations, College of Medicine, and/or University committees/boards/task forces. • Board certification. • Offering a valuable clinical specialty or service for the region as evidenced by support letters from colleagues/peers • For primary care physicians: Establishment of a solid clinical practice. • Service to community boards, committees and task forces.



East Tennessee State University Quillen College of Medicine

The faculty of each department has adapted this generic set of criteria to establish appropriate standards specific to the department's distinct disciplines. Faculty members within each department are judged on the basis of those departmental criteria.

Minimum Criteria for Promotion to the Rank of Associate Professor for Full Academic Track Appointments			
Category	Percent Time Devoted	Evaluation Standard	Criteria <i>Candidates would not be expected to meet all of the criteria listed, but would meet the majority.</i>
Research/ Scholarly Activity <i>Gives evidence of emerging national recognition as an expert in his/her field. Departments should develop criteria for the majority, such as 6 of 9.</i>	50% - 80%	Excellent	<ul style="list-style-type: none"> • Publication of 5 book chapters • 15 publications in peer-refereed journals (~ ½ as first author), half of which should be based on research conducted at ETSU. Quality of publications should be also weighed (i.e. fewer publications in high impact journals preferable than many in second or third tier journals). Departments are encouraged to develop criteria for journal impact using Science Citations. • At least 2 funded external grants; PI on 1 major, currently active grant. • 15-20 presentations at national/international meetings (including residency and post-doctoral period) • Reviewer in 2 journals • 5 invited presentations to scientific meetings or other academic institutions
		Good	N/A – It is unlikely that with a >50% commitment to research, that other than an “excellent” evaluation would be acceptable. In the rare case that only a “good” rating is achieved, use the criteria for excellent under 20% time devoted.

Minimum Criteria for Promotion to the Rank of Associate Professor for Full Academic Track Appointments

Category	Percent Time Devoted	Evaluation Standard	<p align="center">Criteria</p> <p align="center"><i>Candidates would not be expected to meet all of the criteria listed, but would meet the majority.</i></p>
	20% - 50%	Excellent	<ul style="list-style-type: none"> • 8 to 10 publications, including peer-reviewed journals and/or chapters, half as first author, half at ETSU • Co-investigator on a major grant • Citations index–list candidate’s articles used in major publications • 3 to 5 invited presentations and/or 8-10 presentations (including residency and post-doctoral period)
		Good	<ul style="list-style-type: none"> • 5 publications/chapters (1 to 2 as first author), half at ETSU • 5 presentations at regional/international meetings or otherwise convincing evidence of emerging national recognition (including residency and post-doctoral period)
	<20%	Excellent	<ul style="list-style-type: none"> • 5 publications/chapters (1 to 2 as first author), half at ETSU • 5 presentations at regional/international meetings or otherwise convincing evidence of emerging national recognition (including residency and post-doctoral period)

Minimum Criteria for Promotion to the Rank of Associate Professor for Full Academic Track Appointments

Category	Percent Time Devoted	Evaluation Standard	Criteria <i>Candidates would not be expected to meet all of the criteria listed, but would meet the majority.</i>
<p>Teaching</p> <p><i>Departments should develop criteria for the majority, such as 6 of 9. Departments are encouraged to develop ratings for teaching for all trainees (medical students, residents, grad. students, etc.).</i></p>	<p>N/A</p> <p>It is generally accepted that attaining the standard of excellence in teaching is irrespective of the time commitment. With rare exception, a faculty member would not be assigned more than 80% time teaching allowing time for achievements in research/ scholarly activity and service.</p>	<p>Excellent</p>	<ul style="list-style-type: none"> • Peer review (including chair’s review) leading to excellent ratings. • Recipient of teaching award—may be included but is not required. • Consistent student evaluations in excellent category. • Coordination or significant participation in at least 1 medical school course or 2 residency seminars, and/or instruction of a significant number (~30 to 60 percent) of lectures in major course (may include but not require serving as course director or program director). • Successful direction of a residency training program, clerkship program, or graduate program. • Active participation in curriculum planning and evidence of being viewed as making significant contribution to curriculum development. • Ability to identify at least 15 “mentees” who identify individual as a major career influence. • Presentations outside the COM about candidate’s teaching or teaching outside the institution. • Beginning evidence of national involvement in curriculum design or teaching evaluation. • Development of well attended and highly rated CME programs. • Consistent excellent ratings in CME program presentations. • Evidence of scholarly activity.

Minimum Criteria for Promotion to the Rank of Associate Professor for Full Academic Track Appointments

Category	Percent Time Devoted	Evaluation Standard	<p align="center">Criteria</p> <p align="center"><i>Candidates would not be expected to meet all of the criteria listed, but would meet the majority.</i></p>
		Good	<ul style="list-style-type: none"> • Peer review (including chair’s review) leading to good to excellent ratings • Recipient of teaching award–may be included but is not required • Consistent student evaluations in the good to excellent category • Instruction of at least 20 hours in residency seminars or medical student courses annually • Ability to identify at least one “mentee” who identifies the individual as a major career influence • Good to excellent ratings in CME program presentations.

Minimum Criteria for Promotion to the Rank of Associate Professor for Full Academic Track Appointments

Category	Percent Time Devoted	Evaluation Standard	Criteria <i>Candidates would not be expected to meet all of the criteria listed, but would meet the majority.</i>
Service <i>Department should develop criteria for majority, such as 6 of 9.</i>	<80%	Excellent	<ul style="list-style-type: none"> • Evidence of coordination/direction of a major clinical program (clinic, hospital service, laboratory, etc.). • Referrals from beyond immediate region: statewide and/or national (e.g., at least 1/3 of referrals from outside MEAC). • Service in national or regional professional organizations, College of Medicine, and/or University committees/boards/task forces. • Development of a well-recognized practice parameter or algorithm for a particular diagnosis or procedure. • Current board certification. • Service as a board examiner or participation in development of written board examinations. • Offering a unique clinical specialty or service for the region as evidenced by support letters from colleagues/peers. • Service on regional or national scientific review boards or journal editorial boards. • For primary care physicians: Establishment of successful clinical practice.
		Good	<ul style="list-style-type: none"> • Referrals from throughout the region (e.g., at least 1/5 of referrals from outside MEAC) • Service in national or regional professional organizations, College of Medicine, and/or University committees/boards/task forces • Board certification • Offering a valuable clinical specialty or service for the region as evidenced by support letters from colleagues/peers • Service to community boards, committees and task forces • For primary care physicians: Establishment of solid clinical practice.

Descriptions of Modified Academic Tracks

Faculty Track

Description

Clinical Track

in the medical, nursing, health science, and law programs (a) are full-time faculty appointments, (b) are non-tenurable appointments for a fixed term, (c) are renewable, (d) permit promotion in rank, and (e) permit conversion of the appointment to tenure-track at any time prior to but not later than the expiration of the first three-year term, depending on funding availability and faculty performance. In instances where the appointment is converted to tenure-track, the three (3) years served in the Clinical track appointment, at the discretion of the president, may be credited toward the individual's probationary status. Faculty in this classification participate in the academic programs by providing professional services, by exposing students to their professional expertise, and by directing students' educational experiences in clinical/professional settings where the faculty members practice. Clinical track appointments may be supported, in whole or in part, by appropriated funds or funding from grants or contracts, from clinical practice or clinical/professional facilities, or from other sources. Convertible clinical-track appointments must follow the search process as defined for tenure-track appointments. Convertible track appointments not converted within the three year period, as defined above, automatically revert to non-convertible clinical track appointments. Unless specifically identified as convertible, all clinical track appointments are non-convertible. (Source: TBR Policy 5:02:07:10) See guidelines for Clinical Track Appointments.

Research Track

are appointments of faculty who serve as educators and researchers in the medical school. Research track Appointments (a) are full-time faculty appointments, (b) are non-tenurable for fixed terms, (c) are renewable, (d) permit promotion in rank and (e) permit conversion of the appointment to tenure track at any time prior to but no later than the expiration of the first three-year term, depending on funding availability and faculty performance. In instances where the appointment is converted to tenure-track, the three (3) years served in the Research Track appointment, at the discretion of the president, may be credited toward the individual's probationary status. Faculty in this classification participate in the academic programs by conducting independent research projects and by mentoring students involved in the research process. Research track appointments may be supported, in whole or in part, by appropriated funds or funding form grants or contracts, or other sources. Convertible research track

appointments must follow the search process as defined for tenure-track appointments. Convertible track appointments not converted within the three year period, as defined above, automatically revert to non-convertible clinical-track appointments. Unless specifically identified as convertible, all research track appointments are non-convertible. (Source: TBR Policy 5:02:07:10)

VA Academic Track

are appointments of faculty who have a significant academic commitment to teaching, research, or both within the College of Medicine consistent with faculty in the flexible track, clinical track, or research track. In addition, they have: an 8/8 appointment at the VA; may or may not receive base salary support from the College of Medicine; may or may not receive a supplement from the College of Medicine or MEAC; may earn some income from professional activities from MEAC; may have professional activities that are not under the direct auspices and control of the medical school; and may not simultaneously hold a tenured or tenure-track position.

Faculty holding appointments in these tracks will have the title instructor, assistant professor, associate professor, or professor. The titles do not include the words research or clinical.



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Minimum Criteria for Promotion for Modified Academic Track Appointments		
Criteria for Promotion	Review Process	Appeals
<p>The criteria for promotion requires the following:</p> <ul style="list-style-type: none"> • excellence in one area • good performance in the other area of concentration • no third area of concentration is required <p>Otherwise, similar criteria for tenure track appointments apply. The time-line for submission of documents is the same as that for tenure track.</p>	<p>The faculty member's application for promotion will be reviewed by the Promotion and Tenure Committee of the College of Medicine.</p> <p>The Dean will review and decide on all promotion requests, and forward his or her decision and the application packet to the Vice President for Health Affairs and the University President.</p>	<p>The faculty appeals process will be the same as that for the tenure track.</p>

Faculty members must complete full FAP/FAR/FAEs for evaluation. The Department Chair must address all three academic areas in his or her annual review/evaluation for the first three years. Subsequently, the Department Chair's review will only address the two negotiated academic areas for that faculty member.

Descriptions of Volunteer/Clinical Tracks

Faculty Track	Description
Clinical/Volunteer*	participate in providing clinical experience through teaching and/or supervising of residents or medical students. These faculty members are not necessarily compensated, although they may be paid.
VA Volunteer Faculty*	participate in providing clinical experience through teaching and/or supervising of residents or medical students. These faculty members are not necessarily compensated, although they may be paid.
Adjunct	is defined as professional staff members of businesses, industries and other agencies and organizations who are appointed by institutions and schools on a part-time basis to carry out instructional, research or public service functions. (Source: TBR Policy 5:02:01:00)

Note: *Faculty holding appointments in these tracks will have the title clinical instructor, clinical assistant professor, clinical associate professor, or clinical professor.



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Minimum Criteria for Promotion for Volunteer/Clinical Track Appointments			
Criteria	Assistant Clinical Professor	Associate Clinical Professor	Clinical Professor
Minimum criteria	<ul style="list-style-type: none"> • Completion of postgraduate training • Independent clinical licensure • Willingness to provide clinical teaching for medical student or resident education or documented service to the department • Acceptable clinical teaching 	Criteria for Assistant Clinical Professor	Criteria for Associate Professor
Added criteria (2 or more)	N/A	<ul style="list-style-type: none"> • Local/regional leadership stature in profession • Teaching awards • Good to excellent evaluations by student/resident trainees 	<ul style="list-style-type: none"> • Any publications or research participation • State/national leadership in professional organizations, healthcare boards, etc. • Senior local leadership/contribution to profession • Clinical presentations including grand rounds at the medical school • Three to five publications • Active research involving medical school faculty or trainees

Review Process: Requests for promotion in rank are considered by the Chair of the Department. If approved by the Chair, the request is forwarded to the Dean of Medicine for review and final approval.



East Tennessee State University Quillen College of Medicine

Definition of Tenure

By Tennessee Board of Regents policy, tenure is a status pursuant to which faculty appointments for the academic year in an organizational unit (*e.g.*, a department or division) or program of a college, university, or institute, are continued until retirement or physical or mental disability, subject to dismissal for adequate cause or unavoidable termination on account of financial exigency or curricular reasons. Tenure is awarded only by positive action by the Board, pursuant to the requirements and procedures of this policy, at a specific institution. The awarding of tenure is recognition of the merit of a faculty member and of the assumption that he/she would meet the long-term staffing needs of the unit or program and the institution. The continued professional growth and development of faculty is necessary for institutions of higher education to continue to provide educational programs in accordance with the institution's mission, goals, and changing needs of the institution. Tenure is only awarded to those members of the faculty who have exhibited professional excellence and outstanding abilities sufficient to demonstrate that their future services and performances justify the degree of permanence afforded by academic tenure. The Tennessee Board of Regents does not award tenure in non-faculty positions. (TBR Policy 5:02:03:60)

Pre-Tenure Review Process

To assist the chair in the mentoring of junior faculty on a tenure-track appointment, we have agreed that the chair and the faculty member will initiate an informal tenure review process approximately 2 1/2 to 3 years before the faculty member is eligible to apply for tenure. This process may vary from department to department but should be established as a written policy within the department. For example, one department may elect to have tenured faculty review the CV of the junior faculty member together with his or her teaching activities, research/scholarly activities, and publications in a manner similar to that used for a formal tenure review while giving consideration to the fact that the faculty member is only halfway through his or her probationary period. The results of that review would then be forwarded to the chair who would discuss with the faculty member any areas in need of strengthening. When possible, the chair may develop a plan with the faculty member to address any weaknesses to help ensure the awarding of tenure to the faculty member. In other departments, the pre-tenure review might involve only the chair and the faculty member but again with the same purpose in mind.



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The faculty of each department has adapted this generic set of criteria to establish appropriate standards specific to the department's distinct disciplines. Faculty members within each department are judged on the basis of those departmental criteria.

Minimum Criteria for the Awarding of Tenure			
In order to be awarded tenure, it must be determined that the individual would meet the long-term staffing needs of the department and the institution and satisfy the following criteria:			
Category	Percent Time Devoted	Evaluation Standard	Criteria <i>No candidates would be expected to meet all of the criteria listed, but generally would meet the majority.</i>
Research/ Scholarly Activity <i>Gives evidence of emerging national recognition as an expert in his/her field. Departments should develop criteria for the majority, such as 6 of 9.</i>	50% - 80%	Excellent	<ul style="list-style-type: none"> • Publication of 5 book chapters. • 15 publications in peer-refereed journals (~ ½ as first author), half of which should be based on research conducted at ETSU. Quality of publications should be also weighed (<i>i.e.</i> fewer publications in high impact journals preferable than many in second or third tier journals). Departments are encouraged to develop criteria for journal impact using Science Citations. • At least 2 funded external grants; PI on 1 major, currently active grant. • 15-20 presentations at national/international meetings (including residency and postdoctoral period). • Reviewer in 2 journals. • 5 invited presentations to scientific meetings or other academic institutions.
		Good	N/A – It is unlikely that with a >50% commitment to research, that other than an “excellent” evaluation would be acceptable. In the rare case that only a “good” rating is achieved, use the criteria for excellent under 20% time devoted.

Minimum Criteria for the Awarding of Tenure

In order to be awarded tenure, it must be determined that the individual would meet the long-term staffing needs of the department and the institution and satisfy the following criteria:

Category	Percent Time Devoted	Evaluation Standard	Criteria <i>No candidates would be expected to meet all of the criteria listed, but generally would meet the majority.</i>
	20% - 50%	Excellent	<ul style="list-style-type: none"> • 8 to 10 publications, including peer-reviewed journals and/or chapters, half as first author, half at ETSU • Co-investigator on a major grant • Citations index–list candidate’s articles used in major publications • 3 to 5 invited presentations and/or 8-10 presentations (including residency and postdoctoral period)
		Good	<ul style="list-style-type: none"> • 5 publications/chapters (1 to 2 as first author), half at ETSU • 5 presentations at regional/international meetings or otherwise convincing evidence of emerging national recognition (including residency and post-doctoral period)
	<20%	Excellent	<ul style="list-style-type: none"> • 5 publications/chapters (1 to 2 as first author), half at ETSU • 5 presentations at regional/international meetings or otherwise convincing evidence of emerging national recognition (including residency and post-doctoral period)

Minimum Criteria for the Awarding of Tenure

In order to be awarded tenure, it must be determined that the individual would meet the long-term staffing needs of the department and the institution and satisfy the following criteria:

Category	Percent Time Devoted	Evaluation Standard	Criteria <i>No candidates would be expected to meet all of the criteria listed, but generally would meet the majority.</i>
<p>Teaching</p> <p><i>Departments should develop criteria for the majority, such as 6 of 9. Departments are encouraged to develop ratings for teaching for all trainees (medical students, residents, grad. students, etc.).</i></p>	<p>N/A</p> <p>It is generally accepted that attaining the standard of excellence in teaching is irrespective of the time commitment. With rare exception, a faculty member would not be assigned more than 80% time teaching allowing time for achievements in research/ scholarly activity and service.</p>	<p>Excellent</p>	<ul style="list-style-type: none"> • Peer review (including chair’s review) leading to excellent ratings. • Recipient of teaching award–may be included but is not required. • Consistent student evaluations in excellent category. • Coordination or significant participation in at least 1 medical school course or 2 residency seminars, and/or instruction of a significant number (~30 to 60 percent) of lectures in major course (may include but not require serving as course director or program director). • Successful direction of a residency training program, clerkship program, or graduate program. • Active participation in curriculum planning and evidence of being viewed as making significant contribution to curriculum development. • Ability to identify at least 15 “mentees” who identify individual as a major career influence. • Presentations outside the COM about candidate’s teaching or teaching outside the institution. • Beginning evidence of national involvement in curriculum design or teaching evaluation. • Development of well attended and highly rated CME programs. • Consistent excellent ratings in CME program presentations. • Evidence of scholarly activity.

Minimum Criteria for the Awarding of Tenure

In order to be awarded tenure, it must be determined that the individual would meet the long-term staffing needs of the department and the institution and satisfy the following criteria:

Category	Percent Time Devoted	Evaluation Standard	Criteria <i>No candidates would be expected to meet all of the criteria listed, but generally would meet the majority.</i>
		Good	<ul style="list-style-type: none"> • Peer review (including chair’s review) leading to good to excellent ratings • Recipient of teaching award–may be included but is not required • Consistent student evaluations in the good to excellent category • Instruction of at least 20 hours in residency seminars or medical student courses annually • Ability to identify at least one “mentee” who identifies the individual as a major career influence • Good to excellent ratings in CME program presentations.

Minimum Criteria for the Awarding of Tenure

In order to be awarded tenure, it must be determined that the individual would meet the long-term staffing needs of the department and the institution and satisfy the following criteria:

Category	Percent Time Devoted	Evaluation Standard	Criteria <i>No candidates would be expected to meet all of the criteria listed, but generally would meet the majority.</i>
Service <i>Department should develop criteria for majority, such as 6 of 9.</i>	<80%	Excellent	<ul style="list-style-type: none"> • Evidence of coordination/direction of a major clinical program (clinic, hospital service, laboratory, <i>etc.</i>). • Referrals from beyond immediate region: statewide and/or national (<i>e.g.</i>, at least 1/3 of referrals from outside MEAC). • Service in national or regional professional organizations, College of Medicine, and/or University committees/boards/task forces. • Development of a well-recognized practice parameter or algorithm for a particular diagnosis or procedure. • Current board certification. • Service as a board examiner or participation in development of written board examinations. • Offering a unique clinical specialty or service for the region as evidenced by support letters from colleagues/peers. • Service on regional or national scientific review boards or journal editorial boards. • For primary care physicians: Establishment of successful clinical practice.
		Good	<ul style="list-style-type: none"> • Referrals from throughout the region (<i>e.g.</i>, at least 1/5 of referrals from outside MEAC) • Service in national or regional professional organizations, College of Medicine, and/or University committees/boards/task forces. • Board certification. • Offering a valuable clinical specialty or service for the region as evidenced by support letters from colleagues/peers. • Service to community boards, committees and task forces. • For primary care physicians: Establishment of solid clinical practice.

Summary of Faculty Tracks

Track	Tenure Eligible	Eligible for Conversion to Tenure Track	Promotion Criteria	Full-time Appointment	Fixed Term	Renewable/Extendable	FAP/FAR/FAE Required	Benefits			
								Full	CPA	Tuition	Library
Tenure	N/A	N/A	Full Academic	Yes	N/A	N/A	Yes	Yes	Yes	Yes	Yes
Tenure Track	Yes	N/A	Full Academic	Yes	7 years max	Years 1-6	Yes	Yes	Yes	Yes	Yes
Clinical Track	No	Yes	Modified Academic	Yes	1-3 years	Extended annually for an additional year	Yes	Yes	Yes	Yes	Yes
Research Track	No	Yes	Modified Academic	Yes	1-3 years	Extended annually for an additional year	Yes	Yes	Yes	Yes	Yes
VA Academic Track	No	No	Modified Academic	No (8/8 VA)	Yearly	Yes	Yes	No	Yes	Yes	Yes
Clinical/Volunteer	No	No	Volunteer/Clinical	No	Yearly	Yes	No	No	No	No	Yes
VA Volunteer	No	No	Volunteer/Clinical	No	Yearly	Yes	No	No	No	No	Yes
Adjunct	No	No	N/A	No	1-2 years	Yes	No	No	No	No	Yes