

FAQs about the Transition to the New Promotions/Tenure Criteria

Why are we making changes, and what are the changes?

Please see the separate FAQs [here](#), as previously discussed with and distributed to faculty.

What is the timetable for adopting the new criteria?

The new criteria will take effect July 1, 2014. As of that date, the Dean's Office will accept proposals to promote faculty, or award tenure, based on the new criteria. We also will ask faculty ad hoc committees, and the Steering Committee of MEDSAC (i.e., the SMD-wide promotions committee), to apply the new criteria in rendering their decisions.

But my promotion has been in process within my Department for months now. Will my promotion be delayed, or penalized, by the changes?

No, we will ensure that no one is delayed or penalized by the transition. Promotions processes that began before July 1st under the old system (e.g., internal departmental promotions reviews, referee letters) will be allowed to submit materials based on the prior terminology and criteria. As for applying the new criteria, the new criteria were created to be more flexible and clear, so we expect it will be neutral or advantageous for the ad hoc and Steering committees to apply these new criteria. But just in case, in the event of an adverse determination by an ad hoc committee or by Steering Committee, up until June 30, 2015 we will ask those committees to reconsider their decision in light of the old criteria.

Are there any changes in the Required Paperwork that I have to submit to my chair as part of my promotions packet?

No changes as of now. We expect to revise/improve these materials in the future, to make them more user-friendly and more closely tied to the new criteria. We will seek broad faculty input and approval before finalizing those revisions.

I'm not going up for promotion/tenure; how do these changes affect me?

On July 1, 2014, all academic faculty with a formally assigned 'option' in the old system — that is to say, all at the rank of Associate Professor or Professor — will automatically be converted in our database to the new system. For example, if your current appointment is Associate Professor of Medicine in the Researcher-Clinician-Teacher option, your new title will be Associate Professor of Medicine, with our database behind the scenes indicating that you were last promoted or reappointed on the basis of the components Research, Clinical, and Teaching.

Should this matter to you? We think and hope not! Your URMC web bio has never displayed your 'option,' and most faculty members have not put this on their CVs (which indeed was the original intent of the options system, to keep the 'option' for internal use only). Of course, if you want to indicate on your CV that you were, for example, promoted to Associate Professor in the R-C-T option in 2011, you are free to do so.

What if my colleagues from another institution ask me if I am in a tenure-track position, how do I answer them?

Under the new criteria, faculty members may achieve tenure on the basis of excellence in the components of Research, Scholarship, or Institutional Scholarship. If you are an Assistant Professor with significant activity in at least one of those components, or an Associate Professor or Professor whose last promotion or reappointment was on the basis of one of those components (or one of the former options R-T, R-C-T, T-C-S, or T-IS), then you are in a tenure-track position. Please note that this precisely parallels the old system, where faculty on R-T, R-C-T, T-C-S, or T-IS pathways were considered to be on the tenure track.