Specific guidelines for excellence in each component at the ranks of Associate Professor and Professor are provided in the pages that follow.

### Requirements for Promotion

- At least one:
  - Research
  - Scholarship
  - Institutional Scholarship
  - Clinical\(^\text{a}\)

- Teaching

- Service, Leadership, National Recognition

\(^{a}\)if Clinical only then also must have Contributions to URMC Academic Missions

### Requirements for Tenure

- Evidence supporting future likelihood of ongoing success as an intellectually independent researcher with continued research funding

- Evidence supporting ongoing preeminence in the field as a scholar

- Evidence supporting eminence in institutional scholarship

To be awarded tenure, faculty member at level of Associate Professor or Professor must have ONE of the following:

- Evidence supporting the future likelihood of ongoing success as an intellectually independent researcher with continued funding as a principal or collaborative investigator, with a strong track record of successful grant applications, contracts, or other research support, especially through competitive peer-reviewed processes

- Evidence of the faculty member’s ongoing preeminence in the field as a scholar, with both:
  - A sustained record of scholarly products (publications or other) consistent with preeminence in the field, typically beyond that required for promotion in rank to Professor
  - A sustained level of impact on the field, reflected in scope or depth of impact and a superior level of originality, innovation, and/or influence

- Evidence supporting the faculty member’s eminence in institutional scholarship
  - Paramount is a sustained track record of particularly innovative or essential contributions across multiple areas of the institution, with a sustained level of impact on the institution and the field