GRID SUMMARY OF FACULTY CRITERIA
2016-12-07

Track name:	SOM	BSD
BSD Guidelines	**http://tiny.cc/BSDPathways** (please consult; this is the definitive reference)	
Meaning of name:	The definitions of the categories, and not their names, determine their nature.	The definitions of the categories, and not their names, determine their nature.
Enabling University Statute	§11.2.1.1	§11.1
Significant contribution to education, and citizenship	Required	Required
Significant contribution to clinical mission	Required except in rare circumstances	When part of 'job description'
Scholarly activity	Usual; nature, quantity, and quality as appropriate for protected or academic time. See https://bsdacademicaffairs.uchicago.edu/page/scholarly-activity-som-track	High quality peer-reviewed publication or equivalent; grants
PI eligibility	Automatic	Automatic
Philosophy	Judged on the entirety of their contributions to the BSD and University in the three primary missions; multiple pathways to advancement. Appointment and promotion will consider the total of the contributions in the three missions, patient care, education, and scholarship, and weight these contributions in proportion to the time spent on each mission	Appointed primarily because of their potential to make world-class contributions to knowledge, who devote the vast majority of their effort to scholarship, and whose performance as faculty is judged primarily by their scholarly contributions
Prestige, quality:	Equivalent to other track	Equivalent to other track
Tenure	Available but not required	Required, by the time specified
Requirement for tenure:	Impactful knowledge that brings high distinction to the BSD, normally judged by the quality of the peer-reviewed publications that describe it, compared to that produced by the very best tenured scholars in comparable positions within peer programs in the specific specialty/discipline, and by success in peer-reviewed funding; see https://bsdacademicaffairs.uchicago.edu/page/tenure-som-and-cs-tracks	Impactful knowledge that brings high distinction to the BSD, normally judged by the quality of the peer-reviewed publications that describe it, compared to that produced by the very best tenured scholars in comparable positions within peer programs in the specific specialty/discipline, and by success in peer-reviewed funding
Employment ends at end of term unless	Departmental faculty eligible to vote recommend additional appointment; Dean endorses after review; Provost and/or President approve after review.	Departmental faculty eligible to vote recommend additional appointment; Dean endorses after review; Provost and/or President approve after review.
Movement to other track	Allowable via successful tenure proposal; see https://bsdacademicaffairs.uchicago.edu/page/tenure-som-and-cs-tracks	Via application for an open, non 'ad hoc' SOM faculty position. Allowable until the 5th year as BSD track assistant professor, but not to avoid a negative appointment decision.
Help:	http://tiny.cc/BSDCareerDevelopment	http://tiny.cc/BSDCareerDevelopment

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PROCESS	
New appointments	After search is complete, Section/Department follows its normal process and eligible faculty vote to recommend appointment; endorsed by Dean (after advisory review by Committee on Appointments and Promotions [COAP] for associate and full professor); approved by Provost
Reappointments	Section/Department follows its normal process and eligible faculty vote to recommend reappointment; endorsed by Dean (after advisory review by Committee on Reappointment of Assistant Professors [COROAP] for SOM track assistant professors and Advisory Committee on Assistant Professors [ACAP] for BSD track assistant professors); approved by Provost
Post-first-reappointment advisory review	For BSD track assistant professors and SOM track assistant professors with ~50% or more time protected for scholarship. Advisory Committee on Assistant Professors [ACAP] for BSD track assistant professors) prepares report for the assistant professor. Normally in fifth year.
Promotion and/or tenure	Section/Department follows its normal process and eligible faculty vote to recommend; endorsed by Dean (after advisory review by Committee on Appointments and Promotions [COAP]); approved by Provost

RANKS	
Model CVs:	http://tiny.cc/compendium_docx (download .docx) http://tiny.cc/compendium_doc (download .doc)

Professor		
Criteria:	Among the leading figures in a significant area of biology or medicine, when compared to leading faculty members of similar experience and seniority at other top ranked departments and/or institutions, and expected to continue as such; normally outstanding clinicians in their respective fields competent to provide a level of care that is unambiguously at the highest level	Among the leading scholars in a significant area of biology or medicine when compared to leading faculty members of similar experience and seniority at other top ranked departments and/or institutions, and expected to continue as such
Documentation of clinical acumen	See http://tiny.cc/clinical_acumen	Seldom relevant
Timing	As soon as criteria are clearly satisfied	As soon as criteria are clearly satisfied
How department decides readiness:	https://bsdacademicaffairs.uchicago.edu/page/departmental-processes-assess-readiness-promotion-associate-professor-full-professor	
Education and citizenship	Required	Required
External recognition:	Encouraged, expected in most cases, but not required as long as the contributions to our own programs are clearly outstanding and the faculty member is highly productive.	Implicit in stature as "among the leading scholars"
Effective date of promotion	When approved or recommended	July 1 following approval
Exemplary credentials:	https://bsdacademicaffairs.uchicago.edu/page/reappointment-and-promotion-materials-currentrecent-faculty	

Associate Professor		
Criteria:	On the pathway to full professor (see above); contributions to each BSD mission receiving equal credit normed for time devoted to each mission, comparable to those of existing associate professors	Body of scholarly work of the highest quality characterized by originality, rigor and importance in comparison to others in their respective fields at the same career stage
Education and	Required	Required

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citizenship		
External recognition:	Encouraged, expected in most cases, but not required as long as the contributions to our own programs are clearly outstanding and the faculty member is highly productive.	Normally implicit in scholarship that appears in high-quality peer-reviewed journals and is supported by peer-reviewed funding, although verifiable by other means
Documentation of clinical acumen	See http://tiny.cc/clinical_acumen	Seldom relevant
Exemplary credentials:	https://bsdacademicaffairs.uchicago.edu/page/reappointment-and-promotion-materials-currentrecent-faculty	
Normal time at this rank:	Median time to next promotion is ~6 years	Median time to next promotion is ~6 years
Maximum time in rank:	No limit	No limit if tenured; otherwise 3 years
Exceptions to maximum time in rank:	N/A	If untenured, for becoming a parent or other reasons; see http://tiny.cc/StopTheClock
Timetable	See https://bsdacademicaffairs.uchicago.edu/BSDappointiveprocessguidelines , Item 7	

Reappointed Assistant Professor		
Criteria:	High probability of promotion to associate professor	High probability of promotion to associate professor
Education and citizenship	Required	Required
Career development plan:	Required	Required
Exemplary credentials:	https://bsdacademicaffairs.uchicago.edu/page/reappointment-and-promotion-materials-currentrecent-faculty	
Normal term:	4 years	3 years
Maximum time in rank	None, but expectation is promotion to associate professor before or at the end of the first term of reappointment	3 years
Exceptions:	N/A	If untenured, for becoming a parent or other reasons; see http://tiny.cc/StopTheClock
Multiple terms allowable	Yes (for good reason)	No
Timetable	See https://bsdacademicaffairs.uchicago.edu/BSDappointiveprocessguidelines , Item 7	

First-term Assistant Professor		
Credentials:	Potential for outstanding contributions to the three mission domains as envisioned by the job description	Potential to make world-class contributions to knowledge, and significant educational and (if appropriate) clinical contributions
Other qualifications:	Terminal degree and training complete.	Terminal degree and training complete
Education and citizenship	Proposed if new; required if formerly Instructor in the BSD	Proposed if new; required if formerly Instructor in the BSD
Normal term:	Up to 4 years	~4 years; notified re reappointment on 15 Dec (for July-Dec starts) or 15 June (for Jan-June starts) of final year

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Timetable	See https://bsdacademicaffairs.uchicago.edu/BSDappointiveprocessguidelines , Item 7	
Instructor		
Circumstance	General clinical training complete, highly likely to obtain a specific credential, accomplishment, or assurance necessary for appointment as assistant professor	Rare and exceptional; credential essential for the assistant professorship is lacking through no fault of the appointee
Term	2 years, with the possibility of up to two additional 1-year terms with compelling justification	Until missing credential is obtained, but no longer than 4 years total in increments of 1-2 years.
Education and citizenship	Proposed if new; required if formerly Instructor in the BSD	Proposed if new; required if formerly Instructor in the BSD
Rationale for promotion to assistant professor	The credential, accomplishment, or assurance that is missing is supplied	The credential, accomplishment, or assurance that is missing is supplied