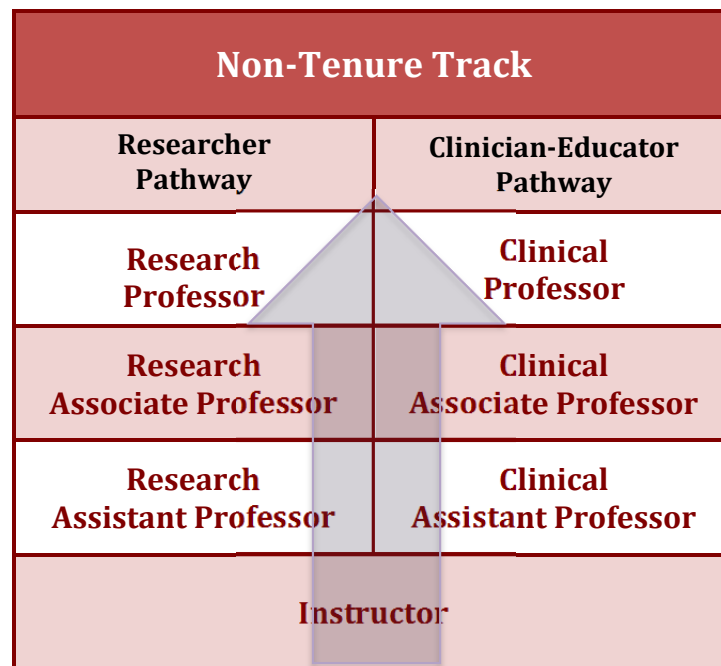


Faculty Appointment, Promotion & Tenure Tracks and Pathways

Overview: The New York Medical College (NYMC) School of Medicine (SOM) has two tracks (tenure and non-tenure) and four pathways (Researcher, Clinician-Educator, Investigator, Educator) for appointment, promotion, and tenure, if applicable.

The **Non-Tenure Track** includes the Researcher and Clinician-Educator Pathways for appointment, and promotion in the NYMC SOM. All faculty in the basic science or clinical science departments at the NYMC SOM are eligible to participate in the non-tenure track including full time, part time and voluntary faculty. An individual's major achievements and focus in research- and clinically-related service domains distinguishes the non-tenure from the tenure pathways.



The Researcher Pathway

Faculty on the Research Pathway fulfill essential research activities and responsibilities in the NYMC SOM, but are not independently funded. They become research assistant professors, research associate professors, and research professors in their respective disciplines. Appointment on this pathway is reserved for faculty with limited teaching and service responsibilities who are engaged in full-time research programs, publish articles, and contribute to grants.

Faculty in the basic science and clinical departments who advance scholarship, collaborative science, or the academic mission of the NYMC SOM are considered for

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promotion. The main criteria that distinguishes this pathway from the Investigator Pathway is the absence of the requirement for an independent research program.

The Clinician-Educator Pathway

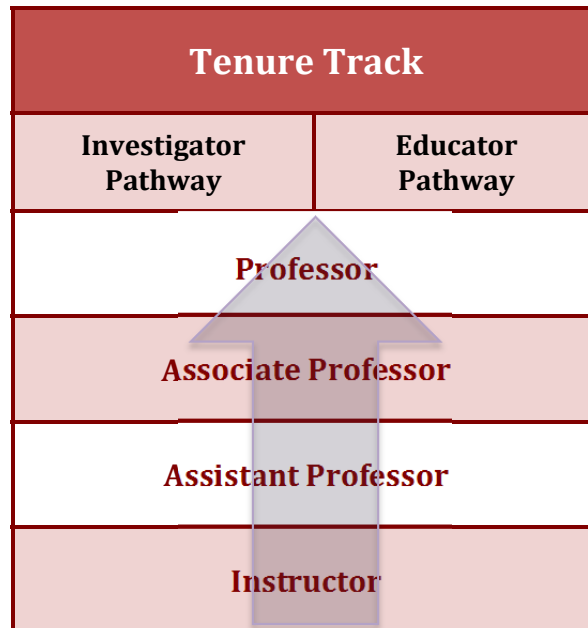
Faculty on the Clinician-Educator Pathway fulfill essential clinical service and teaching responsibilities in the SOM. They become clinical assistant, clinical associate, and clinical professors in their respective disciplines. Appointment on this pathway is appropriate for individuals with a major focus on clinical service excellence who demonstrate a commitment to teaching in a clinical setting, or basic scientists who primarily engage in teaching medical students, graduate students or residents.

Faculty may be contributors to collaborative research, however independent research is not a major criteria for promotion. Faculty in the basic science and clinical departments who advance scholarship, educational excellence, or the clinical and academic mission of the NYMC SOM are considered for promotion.

Scholarly clinical service activities are used as major criteria for promotion on this pathway, which may also include the candidate's reputation or earned international recognition as a clinician, educator and/or health sciences leader.

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The Tenure Track includes the Investigator and Educator Pathways for appointment, promotion, and tenure in the New York Medical College School of Medicine (NYMC SOM). Faculty become eligible for tenure at the Associate or Professor levels. An individual's degree and scope of sustained scholarly activity and/or independent research program are the main features that distinguish the tenure from the non-tenure tracks and pathways. Faculty must also be dedicated to the SOM in a full time capacity.



The Investigator Pathway

Faculty who choose the Investigator Pathway become assistant professors, associate professors, and professors in their respective disciplines. They dedicate their time to scholarly activities including investigator-initiated work in the basic, translational, and/or clinical sciences. Faculty are highly productive in teaching, collaborative science, and academic service activities vital to the NYMC SOM.

Basic science and clinical science faculty on this pathway publish their work in peer-reviewed journals, obtain independent extramural research funding from national granting agencies, and achieve national and international recognition in their fields. Their work includes original observations and discoveries, participation in multicenter trials, substantial scientific inquiry and collaborations, and innovative solutions to healthcare problems.

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Clinical service activities are not used as the major criteria for promotion on this pathway, even if the candidate has an outstanding reputation or earned international recognition as a clinician.

The Educator Pathway

Faculty who choose the Educator Pathway become assistant professors, associate professors, and professors in their respective disciplines. They dedicate their time to scholarly activity in teaching related to health professions education from a clinical, basic science and/or integrated translational perspective. Faculty are highly productive in research related to curriculum, learner assessment, instruction and other pedagogy, and academic service activities vital to the NYMC SOM.

Clinical science and basic science faculty on this pathway publish their work in peer-reviewed journals, obtain independent and/or collaborative research funding from external sources, and achieve national and international recognition in their fields. Their work includes original and innovative solutions in health professions education, scientific inquiry and collaborations, and exemplifies the characteristics of the scholarly, creative, and academic educator.

Clinical service activities are not used as the major criteria for promotion on this pathway, even if the candidate has an outstanding reputation or earned international recognition as a clinician.

Criteria for Tenure

Although there are no absolute criteria for tenure, it is awarded to individuals deemed vital to the academic mission of the NYMC SOM. Faculty are considered for tenure based on accomplishments beyond achieving academic recognition, and should reflect exceptional, continuous and substantial contributions. They are required to demonstrate rigorous peer-review, stature in their field, and evidence of their vital need to the SOM academic mission and strategic plan, as identified by both internal and external referees.