

D.3. Performance Criteria for Promotion to Associate and Full Professor and for Award of Tenure

Promotion is awarded based on meritorious and/or excellent performance and evidence of scholarship in the areas of teaching, research, and/or public health/clinical practice, and meritorious or excellent performance in leadership and service, as described in the ColoradoSPH Bylaws. These criteria are in compliance with the University of Colorado Regents criteria. Brief summaries of these criteria are presented in tabular form below, according to academic track and rank.

Faculty being considered for promotion from Associate to Full Professor in any track will be required to demonstrate evidence of scholarship in one or more areas of performance (teaching, research, public health practice/clinical activity), as specified below. Scholarship implies creativity, leadership, reputation, and impact on one's field. Examples of scholarship in teaching, research, and public health practice/clinical activity are provided in the school's Faculty Handbook, Appendix D. Appendix D provides detailed, though not exhaustive, examples of meritorious and excellent performance as well as evidence of scholarship in each of the areas noted here.

Criteria for award of tenure are described and presented in tabular form below (see D.3.b.).

D.3.a) Performance Criteria for Promotion in the Tenure Track

Promotion from Assistant to Associate Professor

A. Excellence in one of the following:	and	B. Meritorious in three of the following, including the one already indicated as excellent in A.
Teaching		Teaching
Research		Research
Public Health Practice/ Clinical Activity		Public Health Practice/Clinical Activity
		Leadership and Service

Promotion from Associate to Full Professor

A. Excellence in two of the following, with evidence of Scholarship in at least one of the two:	and	B. Meritorious/Excellence in three of the following, including the two indicated as Excellent in A.
Teaching		Teaching
Research		Research
Public Health Practice/ Clinical Activity		Public Health Practice/Clinical Activity
		Leadership and Service

D.3.b) Performance Criteria for the Award of Tenure

Viewed broadly, given that CU Anschutz is a public institution and a recipient of public funds, tenure is an important tool granted by the public whereby the University may work to advance the social good through extending the frontiers of knowledge and transmitting that knowledge to students, to the community of scientists and scholars, and to the public. More specifically, tenure is viewed as an essential element in the guarantee of academic freedom, which is required to meet the School's mission. All candidates for an award of tenure in the School will have demonstrated significant accomplishments in scholarly endeavor, which is synonymous with the generation of new knowledge. A recommendation of tenure based on excellence in research work with scholarship shall include evidence of impact beyond the institution. A recommendation for tenure based on excellence in teaching with scholarship shall include multiple measures of teaching evaluation and demonstrated achievement at the campus, local, national, and/or international level which furthers the practice and/or scholarship of teaching and learning beyond one's immediate instructional setting. To receive tenure, the faculty member's record must demonstrate:

A. Excellence with evidence of Scholarship in one of the following:	and	B. Meritorious/Excellence in at least the first three of the following: including the one indicated as Excellent in A:
Teaching		Teaching*
Research		Research*
		Leadership and Service*
		Public Health Practice/Clinical Activity

While public health practice/clinical activity is a criterion for promotion and may be considered in tenure recommendations (please see APS 1022), neither public health practice nor clinical activity is a criterion considered for tenure under Regent Law 5.b.4.

D.3.c) Performance Criteria for Promotion in the Research Track

Promotion from Assistant to Associate Professor

Excellence in:	and	Meritorious in one of the following:
Research		Leadership and Service
		Public Health Practice/Clinical Activity
		Teaching

Promotion from Associate to Full Professor

Excellence with evidence of Scholarship in:	and	Meritorious in one of the following:
Research		Leadership and Service
		Public Health Practice/Clinical Activity
		Teaching

D.3.d) Performance Criteria for Promotion in the Clinical Teaching Track

Promotion from Assistant to Associate Professor

A. Excellence in one of the following:	and	B. Meritorious in two of the following, including the one indicated as Excellent in A.
Teaching		Teaching
Public Health Practice/ Clinical Activity		Public Health Practice/Clinical Activity
		Leadership and Service
		Research

Promotion from Associate to Full Professor

A. Excellence with evidence of Scholarship in one of the following:	and	B. Meritorious in two of the following, including the one indicated as Excellent in A.
Teaching		Teaching
Public Health Practice/ Clinical Activity		Public Health Practice/Clinical Activity
		Leadership and Service
		Research