

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:

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

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

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|------------------------------|-------------------|--|
| <p>Excellence in:</p> | <p>and</p> | <p>Meritorious in one of the following:</p> |
| <p>Research</p> | | <p>Leadership and Service</p> |
| | | <p>Public Health Practice/Clinical Activity</p> |
| | | <p>Teaching</p> |

Promotion from Associate to Full Professor

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

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 |

D.4. Promotion of Clinical Faculty, CSU/UNC Faculty, and Faculty with Secondary Appointments

A. Promotion of Clinical Faculty from local Health and Hospital Organizations

Faculty members whose professional home is one of the local health and hospital organizations and who wish to pursue an academic career will be reviewed using the same promotion criteria as described above for faculty with a primary appointment within the ColoradoSPH. Additional information about the promotion schedule, the process, and the dossier are outlined on pages 26-29.

B. Promotion of Other Clinical Faculty

Promotion from Clinical Assistant to Clinical Associate Professor

Promotion from Clinical Assistant to Clinical Associate Professor requires that the faculty member meet the criteria for Associate Professor described in the School’s Bylaws (Types of Appointments. Clinical Associate Professor). The faculty member whose contributions merit consideration for appointment or promotion to the rank of Clinical Associate Professor must show substantial ongoing contributions to the department. Contributions include but are not limited to teaching, serving on committees and as a research mentor, giving seminars and Grand Rounds, and taking an active role on departmental committees and meetings. Collaborative research/scholarly activity with departmental faculty and/or students, health services administrative activity, public health practice/clinical activity and community

service will be considered. The faculty record, taken as a whole, must demonstrate success in the above-mentioned areas.

Promotion from Clinical Associate to Clinical Professor

Promotion from Clinical Associate to Clinical Professor requires that the faculty member meet the criteria for Professor described in the School's Bylaws (Types of Appointments. Clinical Professor). The faculty member whose contributions merit consideration for appointment or promotion to the rank of Clinical Professor must show outstanding ongoing contributions to the department. Contributions include but are not limited to teaching, serving on committees and as a research mentor, giving seminars and Grand Rounds, and taking an active role on departmental committees and meetings.

Collaborative research/scholarly activity with departmental faculty and/or students, health services administrative activity, public health practice/clinical activity and community service will be considered. The faculty record, taken as a whole, must be judged to be excellent and indicate substantial, significant and continued growth and development and accomplishment in the above- mentioned areas.