

Navigating Promotion/Tenure

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Outline du jour

- Why APT?
- Things you should know
- Logistics & processes
- Advice
- Discussion

Why APT?

- Guideposts to support career paths
- Quality standards to protect
 - patients & families
 - science
 - community & the public
- Promote success
 - balance individual & collective needs
 - recognize all career paths

do what you
know & love

Things you should know: criteria

- where do your faculty 'regs' live?
- who owns them?
- are they specific to your school?
- what are the types of appointments?
- what are the criteria for ranks?
- what are the criteria for tenure?

history of med school faculty career path definitions

- same criteria for all University faculty
- modified criteria for medicine
 - still one-size-fits-all
- creation of tracks systems
- a few now moving past tracks

UR Academic Activity Components

At least one:
Research
Scholarship
Institutional Scholarship
Clinical*

&

Teaching

&

Service,
Leadership,
National
Recognition

*if Clinical *only* then must have
Contributions to URMC
Academic Missions

Research

- “Independent”
- Grant-funded
- Publications
- Other products (patents?)
- Originality, impact, innovation, influence

Service, Leadership, National Recognition

- Service & Leadership
 - to institution, community, field
- Recognition
 - institution, community, region, national, international
 - awards, appointed or elected roles, impact of one's work
- Overall
 - good for one's career
 - good for the institution

Things you should know: processes

- who does what
 - decides when/if to propose you
 - collates letters / packet
 - keeps you apprised
 - department vs school vs whole-institution
- timelines
- what you need to provide

common issues: criteria 1

- why be on 1 track vs another
- what does tenure mean
- what are concrete expectations of grants & publications
- how is team science recognized
- quantity vs quality

common issues: criteria 2

- pathways for non-grant scholarship
- expectations for excellence in other missions
- expectations for service
- expectations for regional/national/international recognition

common issues: timelines

- stopping / delaying the clock
- part-time
- academic leaves
- max time in rank

Advice

- keep your CV updated & error-free
- keep supporting materials to make case for clinical / teaching / other
- know your local Regs & resources
- review with mentors / chair
- do so early & often