

UVM College of Medicine Promotions Pathways:

Tenure Pathway: Appropriate doctoral degree with an independent research program. Makes significant contributions to the teaching and administrative missions of the COM. Significant independent achievements in research, service and teaching form the major basis for appointment and promotion.

Clinical Scholar Pathway: Appropriate doctoral degree with primary efforts in clinical medicine. These faculty make significant contributions to teaching and scholarship, publications, funding and outstanding clinical service.

Research Scholar Pathway: Appropriate doctoral degree with research contributions of such quality that contribute to the COM academic mission. Primary effort is in the research setting. Capable of independently conducting research projects, as evidenced by publications and funding.

Education Scholar Pathway: Appropriate doctoral degree with primary efforts in teaching of learners in a classroom, seminar, lecture, tutorial, laboratory or clinical setting and serve as course director as well as taking a scholarly approach to teaching activities.

Volunteer Pathway: Appropriate doctoral degree, non- salaried faculty in the community or at affiliate sites whose primary activity for the COM is teaching medical students.

Faculty Pathways at COM



Terms of Appointment:

(years between reappointments/promotion)

	Clinical Scholar	Research Scholar	Education Scholar	Tenure
Professor	6	6	6	NA
Associate	4	4	4	2, 2, or NA
Assistant	2	2	2	3, 3, 3
Inst. /Res A	1	1	1	NA

Remember that dossiers for each appointment/promotion must be submitted to the DOM *6 to 9 months prior* to planned appointment.

(see next 2 pages)

TIMELINE OF REAPPOINTMENT: A FACULTY MEMBER'S PERSPECTIVE

Fall:

- Annual Review with Division Chief



Early January:

- Reappointment materials due to the Department of Medicine**



Mid-February:

- Faculty vote on reappointments



Early March:

- Promotion dossier passed to College of Medicine for Review by Faculty Standards Committee



Mid/Late June:

- Notified of reappointment decision



Early December:

- Department of Medicine sends faculty member request to prepare Green Sheets/Promotion Dossier for Reappointment



Early/Mid-February:

- Dossier reviewed by Department of Medicine Reappointment Committees



Late February:

- Sign dossier containing Department of Medicine Promotions Committee Evaluation and Chair's Letter



May:

- Dean reviews dossier and evaluations



** Completed Green Sheets, CV, teaching evaluations since last reappointment.

TIMELINE OF PROMOTION: A FACULTY MEMBER'S PERSPECTIVE

May-June:

- Discuss promotion with Division Chief
- Consider names for letters of reference

Late August:

- Promotion materials due to the Department of Medicine**

Early October:

- Faculty vote on promotions

Early November:

- Promotion dossier passed to College of Medicine for Review by Faculty Standards Committee

Late June:

- Notified of promotion decision

Early-Mid July:

- Department of Medicine sends faculty member request to prepare Green Sheets/Promotion Dossier

Late September/Early October:

- Dossier reviewed by Department of Medicine Promotions Committee

Late October:

- Sign dossier containing Department of Medicine Promotions Committee Evaluation and Chair's Letter

Late January:

- Dean's composite review available to faculty member to approve
- Promotion dossier is then passed to the University of Vermont Professional Standards Committee and then on to the Provost (February – May)

Letters of reference requested on your behalf

** Completed Green Sheets, updated CV, contact information for letters of reference, teaching evaluations since last reappointment