

**MOUNT SINAI SCHOOL OF MEDICINE  
APPOINTMENT AND PROMOTION METHODOLOGY  
ACADEMIC TRACK**

<b>Titles</b>	<b>Criteria</b>	<b>Term of Appointment</b>	<b>Notice of Non-Reappt.</b>	<b>Tenure</b>	<b>Remarks</b>
<b>Instructor</b>	Completion of training; academic promise	One year term, renewable twice. Maximum aggregate time at rank is three years.	Minimum six months		Chair may recommend promotion to Assistant Professor at any time.
<b>Assistant Professor</b>	Evidence of scholarship and potential for research independence	Initial four-year term, renewable once for three years. Maximum aggregate time at rank is seven years for Asst. Prof. in Academic Track	Minimum one year		Chair may recommend promotion to Associate Professor at any time. Track switching permitted during first term of appointment; subsequently, switching requires Dean's approval. Track declaration required prior to recommendation for promotion.
<b>Associate Professor</b>	National recognition in research and/or teaching, with record of widely known, original and potentially ground-breaking scholarly contributions. Potential for eventual promotion to Professor.	Initial five-year term, renewable once for four years. Maximum aggregate time at rank is nine years for untenured Associate Professors in Academic Track.	Minimum one year	Can be considered for tenure at any time. Untenured Associate Professors in Academic Track will be considered for tenure in conjunction with the reappointment process.	Chair may recommend promotion at any time. Track switching is permitted only for compelling reasons, and requires Dean's approval.
<b>Professor</b>	International recognition for academic excellence; substantive publication, excellence in scientific investigation, excellence as teachers, distinguished service.	If untenured, initial five-year term, renewable once for five years. Maximum aggregate time at rank is ten years for untenured Professors.	Minimum two years	Untenured candidates proposed for appointment/promotion to Professor in Academic Track will be considered for tenure in conjunction with appointment/Promotion process. Untenured Professors in Academic Track will be considered for tenure in conjunction with the reappointment process.	Reappointment consideration for untenured Professors must take place Minimum two years prior to completion of initial term of appointment.

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**CLINICIAN/EDUCATOR TRACK\***

<b>Titles</b>	<b>Criteria</b>	<b>Term of Appointment</b>	<b>Notice of Non-Reappt.</b>	<b>Tenure</b>	<b>Remarks</b>
<b>Instructor</b>	Completion of training; excellence in clinical practice and/or teaching, with potential to contribute as scholars	Term of appointment is one year. No limit on number of reappointments permitted, but beyond three years requires approval by Dean.	Minimum six months		Chair may recommend promotion to Assistant Professor at any time.
<b>Assistant Professor</b>	Commitment to excellence in clinical practice and/or education, with ability to integrate teaching and scholarship into activities	Term of appointment is one or three years, at Chair's discretion. No limit on number of reappointments permitted.	Minimum 6 months for 1-yr. appt, 1 year for 3-yr appt		Chair may recommend promotion to Associate Professor at any time.
<b>Associate Professor</b>	Local and regional recognition; significant achievement in clinical care, teaching, scholarship, service to School.	Term of appointment is five years. No limit on number of reappointments permitted.	Minimum one year	Under exceptional circumstances, can be considered for tenure.	Chair may recommend promotion to Professor at any time.
<b>Professor</b>	Regional and national recognition; outstanding performance as clinicians and/or teachers with service to institution and scholarship related to clinical discipline or teaching..	Term of appointment is five years. No limit on number of reappointments permitted.	Minimum two years	Candidates can be proposed for tenure at the time of appointment/promotion to Professor or at any time during the term of appointment at this rank.	Given absence of "up-or-out" requirement in this track and the unlimited opportunity for reappointment, granting of tenure requires demonstration of an outstanding level of achievement; candidates must not only fulfill, but also far exceed, the requirements for rank.

\* This track is appropriate for clinicians as well as for educators in either clinical or basic science departments.

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**RESEARCH TRACK**

<b>Titles</b>	<b>Criteria</b>	<b>Term of Appointment</b>	<b>Notice of Non-Reappt.</b>	<b>Tenure</b>	<b>Remarks</b>
<b>Assistant Professor</b>	Play important role as member of research team, or serve important function in departmental or institutional shared research facility.	Term of appointment is one year. No limit on number of reappointments permitted.	Minimum six months		No Instructor level in this track. Candidates can enter Research Track either through appointment as Assistant Professors or through track switch and promotion to Assistant Professors. Chair may recommend promotion to Associate Professor at any time.
<b>Associate Professor</b>	Recognition beyond institution. Play key role as member of research team or serve critically important function in departmental or institutional shared research facility.	Term of appointment is three years. No limit on number of reappointments permitted.	Minimum one year	Under exceptional circumstances, can be considered for tenure. Candidates for tenure must not only fulfill, but also far exceed, the requirements for their rank.	Chair may recommend promotion to Professor at any time.
<b>Research Professor</b>	National recognition. Indispensable role as senior member of research team or running core facility; creative scholarship, important role in obtaining research funding; teaching	Term of appointment is five years. No limit on number of reappointments permitted.	Minimum two years	Under exceptional circumstances, can be considered for tenure. Candidates for tenure must not only fulfill, but also far exceed, the requirements for their rank.	Given absence of "up-or-out" requirement in this track and the unlimited opportunity for reappointment, granting of tenure requires demonstration of an outstanding level of achievement; candidates must not only fulfill, but also far exceed, the requirements for their rank.

7/1/03

**MOUNT SINAI SCHOOL OF MEDICINE  
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VOLUNTARY TRACK\***

<b>Titles</b>	<b>Criteria</b>	<b>Term of Appointment</b>	<b>Notice of Non-Reappt.</b>	<b>Tenure</b>	<b>Remarks</b>
<b>Clinical Instructor</b>	Excellent clinical skills, commitment to teaching	Term of appointment is one year. No limit on number of reappointments permitted.	Minimum 6 months		Chair may recommend promotion to Assistant Clinical Professor at any time.
<b>Assistant Clinical Professor</b>	Excellent clinical skills; local reputation as excellent caregivers. Active in education.	Term of appointment is three years. No limit on number of reappointments permitted.	Minimum one year		Chair may recommend promotion to Associate Clinical Professor at any time.
<b>Associate Clinical Professor</b>	Excellent clinician/educators whose expertise is recognized locally. Active educators. Longevity in teaching. Sustained administrative service.	Term of appointment is five years. No limit on number of reappointments permitted.	Minimum one year	Under exceptional circumstances, can be considered for tenure (for title only)	Chair may recommend promotion to Clinical Professor at any time.
<b>Clinical Professor</b>	Local and regional recognition as outstanding clinician-educators who are Master Clinician role models. Committed educators. Service role, including leadership, is important. Scholarship may be through wide variety of venues.	Term of appointment is five years. There is no limit on number of reappointments permitted.	Minimum two years	Can be considered for tenure (for title only) at any time, including at time of appointment or promotion to rank of Clinical Professor.	

\*Faculty based at academic affiliates may be appointed in this track.