

2.5 Non-Tenure Line (Research) [NTLR]: Criteria for Appointments, Reappointments and Promotions

2.5A. Definition

Faculty in the School of Medicine are predominantly in the University Tenure Line or Medical Center Line. The Non-Tenure Line (Research), also known as the Research Line, is used for special programmatic needs that are not fulfilled by faculty in these other lines. Appointments are made coterminous with continued salary or other support from sponsored projects.

Faculty appointed in the Research Line generally have special expertise in a relatively narrow field that is of particular benefit to a broader clinical or research program. Typically, such special expertise expands the academic impact of strong clinical or other research programs ongoing in the School of Medicine. Such faculty have been especially attractive to the clinical departments where a successful academic program may depend upon the expertise of a focused Research Line faculty member whose work addresses issues pertinent to a busy clinical program. Most of the faculty in the Research Line are recruited to be part of a program with a multidisciplinary need.

A position in the Research Line may be especially attractive to basic investigators who desire an intensive collaboration with clinical programs and for whom the stimulation of the clinical program is critical to the expression of their research. Indeed, the ability to collaborate effectively with others is generally a critical factor in a Research Line faculty member's ability to fill successfully the programmatic need for which the position was created.

Since this faculty line is specifically designated for research, there is no formal teaching obligation. However, Research Line faculty often teach actively in their laboratories, and they may also teach departmental courses. The School of Medicine generally discourages significant clinical time commitments for faculty in this line.

Research Line faculty are members of the Professoriate and of the Academic Council of Stanford University and of the School of Medicine's Faculty Council.

2.5.B. Billet Authorization

Appointments in the Research Line are initiated by departmental or joint departmental action. Although appointments may also be initiated by one of the School's five institutes, the appointment must be made in a department. A department chair must present the case for a new faculty appointment to the Senior Associate Dean for Academic Affairs and obtain formal authorization from the Dean before a search can be launched. A billet number (representing a previously approved commitment) must accompany each search request.

By default, every position that becomes vacant for any reason normally returns to the Dean's Reserve; to retain the position, the department chair must submit a request to the Senior Associate Dean for Academic Affairs. In some circumstances, the position will be returned to the department for a replacement or for a search in another field. In other cases, the Dean may reallocate the position to another department or hold it in the Dean's Reserve.

Departmental leadership and the School administration must regard every search authorization as a potential long-term commitment. The Dean's search authorization is based upon factors including the availability of resources (including a billet commitment and funding), an assessment of the department's present and predicted future needs in clinical, research and teaching activities, and the specific programmatic need for the requested search; it reflects priority judgments both within the department and between departments. Contributions to interdisciplinary institutes may also play a role in assigning search authorizations to departments.

2.5.C. Funding

Appointments to the Research Line, even if stated as for a term of years, are normally coterminous with continued salary and other research support from sponsored projects, or the continuation of contract support. Should such funding cease, the appointment normally would end at that same time – without the completion of the term or the requirement of a period of notice. Although University funding beyond the point at which the faculty member's funding support terminates may be possible in certain instances, it is not an entitlement. Such situations are handled on a case-by-case basis, as are cases when a reduction (as opposed to a complete cessation) of the faculty member's support will result in the immediate termination of the appointment.

In the School of Medicine, department chairs have discretion regarding the definition of the level and duration of insufficient support (so as to constitute the failure of coterminous support), with the consequential termination of an appointment of a faculty member. Their decisions should be guided by programmatic need and departmental resources. The decision to terminate should be made only with the advice and consent of the Senior Associate Dean for Academic Affairs.

The general School guidelines are as follows:

1. A new faculty member will be expected to have eighty percent of salary and benefits supported from external sources by the end of the third year of appointment.
2. Existing faculty members previously funded with salary and benefits support from external sources at eighty percent or more may be permitted (in the discretion of the department chair) to have up to two years to re-establish external support at the minimum level of eighty percent of salary and benefits.
3. After such a period of interim departmental support (if any) as is granted by the department chair in his or her discretion, the position may be terminated without any period of notice.

4. Insufficient support at any time should not be addressed by a reduction in effort; faculty members are generally expected to be full-time.
5. To reiterate, all such matters relating to insufficient support are left to the discretion of the department and Senior Associate Dean for Academic Affairs and will be considered on a case-by-case basis.
6. Members of the Research Line in clinical departments may be included in a departmental bonus plan, with eligibility for a bonus based on their research or, if applicable, teaching (subject to budgetary considerations). They should not be eligible for a direct bonus based on clinical work alone, although a bonus determined under the discretion of the chair may be made for clinical or other work in combination with their primary duties.
7. The department will be responsible for the base salary and benefits expense not supported by external sources.

Faculty in this line are also expected to engage in activities that are complementary or in addition to their primary focus of research. For example, some faculty may have a teaching role, serve on departmental committees or perform in an administrative role. Since grants and contracts provide salary support only for research-related activities, other sources must be identified to cover the small percentage of time and effort dedicated to other activities as described above. This is commonly known as the “five percent rule”: that is, a minimum of five percent effort is presumed to be dedicated to activities other than research and should be funded through a source or sources other than grants and contracts. In other words, at no time may 100% of salary and benefits be supported exclusively through grants and contracts.

Some leeway is allowed for departmental discretion in determining the percentage of salary support that may be covered from sources other than grants and contracts. As stated above, the minimum amount is five percent; the maximum is generally twenty percent, which aligns with the expectation that eighty percent of salary and benefits of Research Line faculty will be supported from external sources by the end of the third year of appointment.

2.5.D. Searches and Waivers of Search

As is the case for other faculty lines, it is expected that a rigorous and comprehensive search normally will be conducted for new appointments in the Research Line. (The Office of Academic Affairs’ [Guide to Faculty Searches](#) provides information on policies and procedures related to searches; see also University Faculty Handbook Chapter [2.7.C.\(5\)](#).) While this is the goal, as a practical matter, a specific programmatic need may be best fulfilled by personnel already affiliated with Stanford. In some cases, such individuals may have started new areas of investigation during fellowship training or as Research Associates or Senior Research Scientists that contribute to the research of a clinical program or multidisciplinary need. In other cases, potential candidates who are affiliated with Stanford may already be sponsored by grants especially focused on a specific area of research and programmatic need, or there may be apparent practical problems in maintaining funding and substituting a new faculty member or investigator.

The Senior Associate Dean for Academic Affairs will consider waivers of search for appointments in the Research Line of internal candidates on a case-by-case basis. Under certain circumstances, a waiver of search may be pursued when convincing evidence is presented that a candidate internal to Stanford not only meets the criteria for the position but that he or she would have emerged as a leading candidate had a national search been conducted. Search waivers for junior faculty appointments are granted only in extraordinary circumstances. There may be rare programmatic reasons that warrant a search waiver; inquiries should be addressed to the Senior Associate Dean for Academic Affairs.

Under other circumstances, a determination may be made that a national search is the most appropriate way to proceed in filling the position. When the search is launched, the advertisement should not be tailored to fit a special candidate or candidates. Furthermore, the search committee should be instructed that although the credentials of internal candidates may be more easily assessed than those of others, its members are still obliged to consider by all appropriate means the credentials of candidates having no prior association with the University. This obligation should be made clear to any internal candidate who holds or has held a non-faculty Stanford appointment.

2.5.E. Ranks and Titles

The Non-Tenure Line (Research) ranks are:

- Assistant Professor (Research)
- Associate Professor (Research)
- Professor (Research)

In everyday usage, the parenthetical designation may be removed from the titles of Assistant Professors, Associate Professors and Professors holding Non-Tenure Line (Research) appointments, but it must remain in the titles in personnel files, CVs, appointment, reappointment and promotion papers, administrative records and other similar documents.

2.5.F. Duration of Appointments

It is the normal practice in the School of Medicine that new appointments, reappointments and promotions in the Research Line be made for a term of years. However, at the discretion of the department, and with approval by the Senior Associate Dean for Academic Affairs, reappointment or promotion to Associate Professor (Research) or Professor (Research) may be considered for a continuing term (see below).

The usual duration of an appointment (subject to relatively rare exceptions granted by the Provost for good cause and on a case-by-case basis) for each rank is:

Rank	Initial Appointment	Reappointment at or Promotion to
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Assistant Professor (Research)	Normally 4 years	Normally 3 years; the total length of time spent in rank is not to exceed 7 years
Associate Professor (Research)	Normally 5 years	Renewable for an unlimited number of 5 year terms or for a continuing term
Professor (Research)	Normally 5 years	Renewable for an unlimited number of 5 year terms or for a continuing term

1. Term Appointments

Although term appointments are frequently made with the clear possibility of reappointment or promotion, there is no entitlement to such action at the end of the term, and it is not automatic. Instead, decisions on reappointment and promotion, like decisions on initial appointment, are subject to the exercise of professional and scholarly judgment and discretion by the School's departmental faculty and the School's academic leadership.

Reappointment and promotion reviews are generally (but not always) initiated one year in advance of the appointment end date. (For further information on the timing of reviews, see **Section 2.5.G**. At this time, the faculty member will receive a communication from the Senior Associate Dean for Academic Affairs that confirms the initiation of the review and includes information regarding criteria for the reappointment or promotion action, along with a general description of the process. Departments are then responsible for following up with more specific information.

Deans and department chairs are reminded that consideration of reappointment and promotion cases (especially those with term appointments) should include an account of the future of the department/division and/or School, which may include consideration of programmatic need (including budgetary considerations).

Appointments to the Research Line, even if stated as for a term of years, are normally coterminous with continued salary and other research support from sponsored projects, or the continuation of contract support. Should such funding cease, the appointment normally would end at that same time – without the completion of the term or the requirement of a period of notice. Although School funding beyond the point at which the faculty member's funding support terminates may be possible in certain instances, it is not an entitlement. Such situations are handled on a case-by-case basis.

2. Extension of Term Appointments

Circumstances that *may* extend a term appointment in the Research Line include part-time appointments, leave without salary, New Parent Extension, childcare leave, and (with the approval of the Provost) some personal circumstances that significantly disrupt teaching and scholarly activities for an extended period.

Circumstances that do *not* extend a term appointment in the Research Line include pregnancy disability leave, short-term disability leave, sabbatical leave, leave for periods of pure research, and administrative appointments.

Service at the rank of Assistant Professor in the Research Line may not normally exceed ten years, irrespective of the circumstances that might be offered to extend the term or terms. Any exceptions can only be granted by the Provost for extraordinary personal or institutional circumstances.

Further information on extensions of term appointments and the request and approval process for such extensions is available in Chapter [2.5.C.](#) and [2.5.D.](#) of the University Faculty Handbook.

3. Continuing Term Appointments

As stated previously, it is the normal practice in the School of Medicine that new appointments, reappointments and promotions be made for a term of years. However, at the discretion of the department, and with approval by the Senior Associate Dean for Academic Affairs, reappointment or promotion to Associate Professor (Research) or to Professor (Research) may be considered for a continuing term appointment, which provides security of appointment without requiring formal reappointment. (See University Faculty Handbook Chapter [2.2.C\(2\).](#)) Continuing term appointments may also carry certain additional benefits (e.g., enhanced housing assistance).

Reappointment or promotion to a continuing term presumes that the programmatic need has been firmly established. In recommending a continuing term appointment, it is particularly important to provide evidence of an established history of outstanding scholarly contributions and the basis for departmental confidence in future scholarly productivity, including the ability to obtain sustained external funding.

Appointments to the Research Line, even if stated as for a continuing term, are normally coterminous with continued salary and other research support from sponsored projects, or the continuation of contract support. Should such funding cease, the appointment normally would end at that same time – without the requirement of a period of notice. (See University Faculty Handbook Chapter [2.8.C\(1\).](#)) Although School funding beyond the point at which the faculty member's funding support terminates may be possible in certain instances, it is not an entitlement. Such situations are handled on a case-by-case basis.

Continuing term appointments may be terminated for just cause, or (upon proper notice) when satisfactory performance ceases or for programmatic reasons (including budgetary considerations). Although a department or school may expect a continuing programmatic need at the time of reappointment or promotion to a continuing term appointment, that need may change and, in rare cases, could lead to termination of the appointment. For example, a department or school may decide to phase out a particular area altogether, or an area may simply be scaled down, decreasing the required number of faculty. Alternatively, a department or

school may decide to develop or treat an existing program in ways that may require either the reassignment of duties to another faculty line, or an appointment in a faculty line other than the Research Line. Other reasons may involve funding considerations.

Termination of any continuing term appointment must be discussed in advance with the Senior Associate Dean for Academic Affairs and subsequently approved by him or her.

2.5.G. Progression through the Ranks

1. Career Trajectory

At the time of reappointment, it is expected that an Assistant Professor (Research) will be on a career trajectory consistent with both Stanford standards and the standards of his or her discipline in scholarship and (if applicable) other activities. The reappointment process should include an evaluation of whether there is a realistic chance for promotion in the future on the basis of continuation of the candidate's work.

Reflecting an upward trajectory, candidates for promotion from Associate Professor (Research) to Professor (Research) should have compiled a significant record of accomplishment since the time of the initial appointment or last reappointment and met the criteria for promotion to the higher rank.

2. Timing of the Reappointment Review

Under normal circumstances, reappointment reviews for Assistant Professors, Associate Professors and Professors are initiated one year in advance of the appointment end date. However, the timing of the initiation of the evaluation process at the departmental level is at the discretion of the department chair, taking into account factors including the end date of a current appointment, the possible start date for the reappointment if the outcome of the School and University process is favorable, and considerations relating to notice of non-renewal and possible terminal year requirements if the outcome is negative. University policies regarding negative reappointment and promotion decisions and notice of non-renewal are found in the University Faculty Handbook at Chapter [2.8.C.](#) and [4.4.E.](#)

In cases where reappointment reviews are initiated more or less than one year in advance of the appointment end date, the department chair should inform the Senior Associate Dean for Academic Affairs, who will then need to endorse the timing of the review.

3. Timing of the Promotion Review

An Assistant Professor (Research) may spend a total of seven years in rank before being reviewed for promotion to Associate Professor (Research) or, with

approved extensions, up to ten years. Typically, promotion reviews for Research Line Assistant Professors are initiated one year in advance of the appointment end date, that is, at the beginning of the seventh year in rank.

Under certain circumstances, however, Research Line faculty who have made accelerated progress in scholarship and, if relevant, other activities (or who have had prior years of faculty experience at their current rank), may be proposed for early promotion. In most cases, this will typically occur in one of the years following reappointment. However, in rare cases promotion may be considered in lieu of reappointment.

Since, in many cases, the University is being asked to evaluate a person who may have a shorter track record, there should be *unequivocal* evidence that the quality of the faculty member's contributions meets the criteria for promotion to the higher rank. When this standard is met, time in rank at another institution or a retention scenario may be cited as additional support for early promotion consideration.

Consultation between the department chair and the Senior Associate Dean for Academic Affairs is essential prior to initiating a review process leading toward early promotion. The process can only be initiated with the consent of the candidate and with the approval of the Senior Associate Dean for Academic Affairs.

Unsuccessful candidates for early promotion may be proposed again at the normal time if that remains desirable to the candidate and the department. However, in order to avoid potential awkwardness following a negative promotion decision, it is prudent to initiate an early promotion review only when a positive outcome can be anticipated with reasonable confidence based on the available evidence.

Associate Professors (Research) are normally considered for promotion to Professor (Research) one year in advance of the appointment end date, that is, at the beginning of the fifth year of the appointment or reappointment term. However, promotions may be initiated at any time when there evidence that the faculty member has compiled a significant record of accomplishment since the time of the initial appointment or reappointment and that criteria for the higher rank have been met.

2.5.H. Criteria

The University recognizes that there are significant variations in how candidates qualify for and secure initial appointment, reappointment and promotion, according to field and discipline. Faculty or faculty candidates come from different backgrounds and receive different educational training. Nevertheless, all faculty appointments have in common the requirement of excellence, however measured.

The overriding requirement for faculty appointment, reappointment and promotion in the Research Line is that the individual is one of the best scholars at his or her level of professional development in the relevant field. The definition of the field may be narrower for faculty in the Research Line than in the University Tenure Line. The programmatic need (including financial viability) that contributes to the academic program of the department should be evaluated and must be established for each appointment, reappointment and promotion.

A candidate must have achieved (or, in the case of Assistant Professors, have the promise to achieve) true distinction in scholarship. For the Associate Professor rank, the scholarship must reveal that the candidate is not only among the best in his or her experience cohort in the field, but is also likely to become one of the very best in that field. At the rank of Professor, the scholarship must reveal that the candidate is one of the very best in the field.

There should be evidence of outstanding performance (or, in the case of Assistant Professors, the promise of outstanding performance) as a supervisor of graduate students.

While there is no requirement for formal teaching or clinical care in the Research Line, there must be acceptable performance (or in the case of assistant professors, the promise of acceptable performance) in any teaching roles, as well as excellence in clinical care, appropriate to the programmatic need the individual is expected to fulfill. Such programmatic need (including financial viability) that contributes to the academic program of the department should be evaluated and must be established for each appointment, reappointment and promotion.

2.5.I. Application of the Criteria

1. Scholarship

Unlike faculty in the University Tenure Line whose research is conducted in a broadly defined field, faculty appointed in the Research Line generally have special expertise in a relatively narrow field that is of particular benefit to a broader clinical or research program. Typically, such special expertise expands the academic impact of strong clinical or other research programs ongoing in the School of Medicine. Most of the faculty in the Research Line are recruited to be part of a program with a multidisciplinary need.

Investigative independence (or, for assistant professors, the promise of investigative independence) is expected since it can be a useful marker of substantive scholarly contributions. The main emphasis of written contributions should be on peer-reviewed articles. Other written work such as books, chapters, reviews and commentaries may be considered as long as their impact in advancing clinical medicine or basic science can be established. With respect to multi-author works, it is expected that contributions (especially by associate professors and professors) will be made through senior authorship or through other substantive contributions.

In addition, the quality of scholarship will generally be reflected in peer-reviewed grants and contracts, which are an important indicator of success in the field, as well as being the source of funding that is a prerequisite for appointment in the Research Line.

Factors considered in assessing research performance may include (but are not limited to) the following: scholarly activity and productivity; impact, innovation and creativity; recognition in the field; ability to work effectively as part of a research team (if relevant); effective communication with colleagues, staff and students; and professionalism, institutional compliance and ethics.

2. Other Considerations

a. Teaching

Since positions in this faculty line are specifically designated for research, there is no formal teaching obligation. However, such faculty often teach actively in their research laboratories, and they may also teach departmental courses. In these cases, there must be acceptable performance (or, in the case of Assistant Professors, the promise of acceptable performance) in any teaching role appropriate to the programmatic need the individual is expected to fulfill.

b. Clinical Care

The School of Medicine generally discourages significant clinical time commitments for Research Line faculty. However, in cases where there is such activity, the performance must be excellent.

c. Institutional Service

Faculty members in the Research Line are primarily assessed for reappointment and promotion on the basis of their achievements in the area of scholarship, as noted above. Service (including what might be called institutional citizenship) may also be given some consideration. Since a major commitment to administrative activities detracts from the time available for scholarship, Assistant Professors are discouraged from significant administrative activities and departments are discouraged from requiring such.

d. Respectful Workplace

The School of Medicine is committed to providing a work environment that is conducive to teaching and learning, research, the practice of medicine and patient care. Stanford's special purposes in this regard depend on a shared commitment among all

members of the community to respect each person's worth and dignity. Because of their roles within the School of Medicine, faculty members, in particular, are expected to treat all members of the Stanford Community with civility, respect and courtesy and with an awareness of the potential impact of their behavior on staff, students and other faculty members.

As detailed above in this section, application of criteria for evaluating the quality of scholarship include specific expectations regarding a faculty member's professional behavior in the workplace. They are reiterated here to emphasize their importance as factors in appointment, reappointment and promotion actions.

In scholarly activities, such factors relevant to whether the standards for scholarship have been met may include: the ability to work effectively as part of a research team; effective communication with colleagues, staff and students; and professionalism, institutional compliance and ethics

For Research Line faculty who are engaged in teaching activities, such factors relevant to whether the standards for teaching have been met may include: a positive style of interaction with students; availability; professionalism; institutional compliance and ethics; effective communication skills; helpfulness in learning; and ability to work effectively as part of the teaching team.

The School of Medicine generally discourages significant clinical time commitments for faculty in this line. However, for Research Line faculty who are engaged in clinical care activities, such factors relevant to evaluation of whether the standards for clinical performance have been met may include: professionalism, institutional compliance and ethics; humanism; ability to work effectively as part of the health care team; and effective communication with colleagues, staff, students and patients.

2.5.J. Specific/Supplementary Criteria for Assistant Professors

1. Appointment as Assistant Professor (Research)

Individuals appointed as Assistant Professors in the Research Line will have completed one or two years of postdoctoral research experience and, where applicable, will have completed housestaff training. Their accomplishments during graduate and postgraduate training should already have stamped them as creative and promising investigators. There should be evidence of the ability to obtain external funding as well as the promise of outstanding performance as a supervisor of graduate students. Appointment is based on evidence of (or the promise of) high-level performance in research, and (if applicable) teaching and clinical care.

The initial term of appointment will be four years. This appointment is coterminous with continued salary and other research support from sponsored research projects.

2. Reappointment as Assistant Professor (Research)

Assistant Professors in the Research Line are assessed for reappointment on the basis of their performance and achievements in the areas of scholarship, and, if applicable, teaching and clinical care. They may be reappointed based on evidence of progress, high-level performance, and their continuing to fill a programmatic need. There should be evidence that the candidate will continue to make meritorious contributions to his/her discipline and to the School. There should also be evidence of the ability to obtain external funding, as well as the promise of outstanding performance as a supervisor of graduate students.

At the time of reappointment, it is expected that an Assistant Professor will be on a career trajectory consistent with both Stanford standards and the standards of his or her discipline in scholarship, and (if applicable) teaching and clinical care. The reappointment process should include an evaluation of whether there is a realistic chance for promotion in the future on the basis of continuation of the candidate's work.

The term of reappointment will be three years. Total time in service at Stanford as Assistant Professor (Research) is normally limited to seven (or, with approved extensions, up to ten years). This reappointment is coterminous with continued salary and other research support from sponsored projects.

For the timing of reappointment consideration, see Section 2.5.G.

2.5.K. Specific/Supplementary Criteria for Associate Professors

1. Appointment as Associate Professor (Research)

Appointment to the rank of Associate Professor (Research) will be reserved for an individual who has achieved true distinction in research and who is not only recognized as among the best in his or her cohort but also is likely to become one of the very best in the field. If applicable, there should be acceptable performance in teaching and excellence in clinical care. There should be evidence that the candidate will make meritorious contributions to his/her discipline and to the School. There should also be evidence of the ability to obtain external funding. In addition, there should be evidence of outstanding performance as a supervisor of graduate students. Potential service may also be given some consideration.

The term of appointment will generally be five years. This appointment is coterminous with continued salary and other research support from sponsored research projects.

2. Reappointment as Associate Professor (Research)

Associate Professors in the Research Line are assessed for reappointment on the basis of their performance and achievements in the area of scholarship, and (if applicable) teaching and clinical care. They may be reappointed based on evidence of true distinction in research, and their continuing to fill a programmatic need. There should be evidence that the candidate will continue to make meritorious contributions to his/her discipline and to the School. There should also be evidence of the ability to obtain external funding. In addition, there should be evidence of outstanding performance as a supervisor of graduate students. Service (including what might be called institutional citizenship) may also be given some consideration

Terms of reappointment as Associate Professor (Research) are normally five years and are renewable without limit. See **Section 2.5.F.** for special considerations regarding recommendation of reappointment for a continuing term. This reappointment, whether for a term of years or for a continuing term, is coterminous with continued salary and other research support from sponsored research projects.

For the timing of reappointment consideration, see **Section 2.5.G.**

3. Promotion to Associate Professor (Research)

Promotion to the rank of Associate Professor (Research) will be reserved for an individual who has achieved true distinction in research and who is not only recognized as among the best in his or her cohort but also is likely to become one of the very best in the field. If applicable, there should be acceptable performance in teaching and excellence in clinical care. There should be evidence that the candidate will continue to make meritorious contributions to his/her discipline and to the School. There should also be evidence of the ability to obtain external funding. In addition, there should be evidence of outstanding performance as a supervisor of graduate students. Service (including what might be called institutional citizenship) may also be given some consideration.

The term of appointment will normally be for five years and is renewable without limit. See **Section 2.5.F.** for special considerations regarding recommendation of promotion for a continuing term. This promotion, whether for a term of years or for a continuing term, is coterminous with continued salary and other research support from sponsored research projects.

For the timing of promotion consideration, see **Section 2.5.G.**

2.5.L. Specific/Supplementary Criteria for Professors

1. Appointment as Professor (Research)

Appointment to the rank of Professor (Research) will be reserved for an exceptionally distinguished individual who has performed outstanding research and who is recognized as one of the very best in the field. There should be evidence that the candidate will successfully fill the programmatic need for which the appointment is made and make meritorious contributions to his or her discipline and to the field. There must be evidence of the candidate's ability to obtain sustained external funding. In addition, there should be evidence of outstanding performance as a supervisor of graduate students. There should be evidence (if applicable) of acceptable performance in teaching and/or excellence in clinical care. Service may also be given some consideration.

The term of appointment will normally be for five years. This appointment is coterminous with continued salary and other research support from sponsored research projects.

2. Reappointment as Professor (Research)

Reappointment as Professor (Research) is based upon evidence of continuing outstanding performance of research, and (as applicable) acceptable performance in teaching and/or excellence in clinical care. There must also be evidence of the ability to obtain sustained external funding. In addition, there should be evidence of outstanding performance as a supervisor of graduate students. Service (including what might be called institutional citizenship) may also be given some consideration

Terms of reappointment as Professor (Research) will generally be five years and are renewable without limit. See **Section 2.5.F.** for special considerations regarding recommendation of reappointment for a continuing term. This reappointment, whether for a term of years or for a continuing term, is coterminous with continued salary and other research support from sponsored research projects.

For the timing of reappointment consideration, see **Section 2.5.G.**

3. Promotion to Professor (Research)

For Associate Professors in the Research Line, promotion to Professor should reflect continuing distinguished performance in research and (if applicable) acceptable performance in teaching and/or excellence in clinical care. There also must be evidence of the candidate's ability to obtain sustained external funding. In addition, there should be evidence of outstanding performance as a supervisor of graduate students. Service (including what might be called institutional citizenship) may also be given some consideration.

In order to be promoted to Professor (Research), a faculty member should have compiled a significant record of accomplishment since appointment as Associate Professor (Research) or promotion to Associate Professor (Research). In general, the evidence must show that the person being proposed for promotion is recognized as one of the very best in his or her field, and will successfully continue to fill the programmatic need for which the appointment is made and make meritorious contributions to his or her discipline and the School.

The term of appointment will normally be five years. See **Section 2.5.F.** for special considerations regarding recommendation of promotion for a continuing term. This promotion, whether for a term of years or for a continuing term, is coterminous with continued salary and other research support from sponsored research projects.

For the timing of promotion consideration, see **Section 2.5.G.**