



STANFORD
M E D I C I N E

**University Tenure Line (UTL)
and
Non-Tenure Line-Research (NTL-R)**

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Criteria for All Lines

- All faculty appointments have in common the **requirement of excellence**, however measured.
- 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, patients, and other faculty members.

Understanding Faculty Lines

- All lines are valued equally:
 - Clinician Educator Line
 - Medical Center Line
 - University Tenure Line
 - Non-Tenure Line (Research or Teaching)

University Tenure Line Core Criteria

- The first criterion for a UTL appointment is that the candidate must have achieved (or, in the case of Assistant Professors, have the promise to achieve) **true distinction in scholarship in a broadly defined field.**
- The second criterion for a UTL appointment is promise – or a record demonstrating – that the candidate is capable of sustaining a first-rate teaching program during his or her career at Stanford.



University Tenure Line Appointment Terms

Assistant Professors

- Initial appointment is four years
- Reappointment term is three years

Associate Professors

- Initial appointment may be with tenure or for a term of four years with reappointment for 3 years.

Professors

- Initial appointment is with tenure.



Criteria for Advancement in the University Tenure Line

Promotion to Associate Professor

- True distinction in scholarship with recognition not only as the best in his or her cohort in a broadly defined field but also likely to become one of the very best in the field.
- Capable of sustaining a first-rate teaching program.
- If applicable, excellence as a clinician.

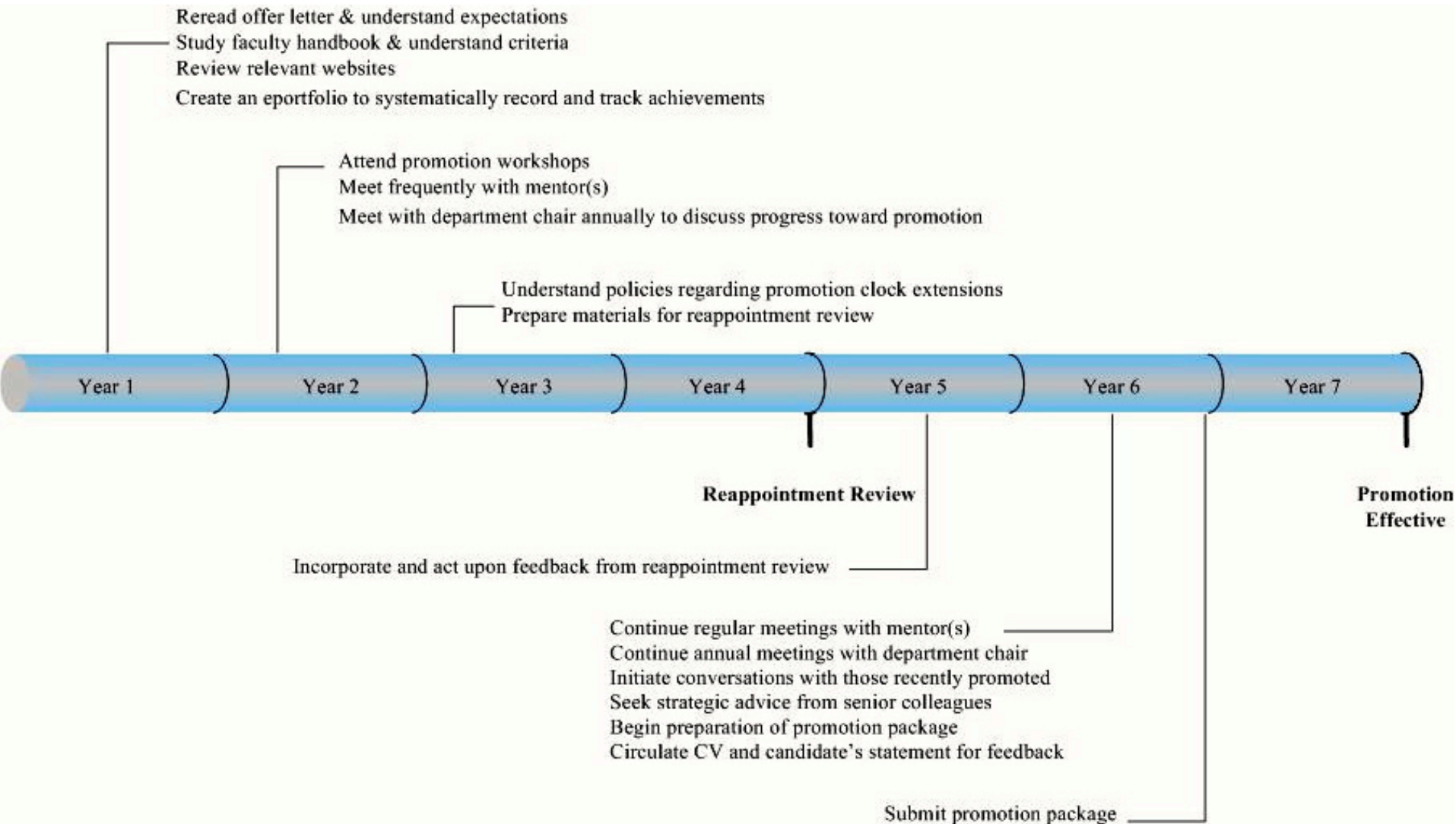
Promotion to Professor

- Recognition as one of the very best in a broadly defined field.
- Excellence in teaching and, if applicable, in clinical care.



Promotion Timeline

Assistant Professor – Tenure Line



Non-Tenure Line (Research) Core Criteria

- A candidate must have achieved (or, in the case of Assistant Professors, have the promise to achieve) true distinction in 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.**

Non-Tenure Line (Research) Appointment Terms

Assistant Professors

- Initial appointment is four years
- Reappointment term is three years

Associate Professors

- Term is 5 years and renewable for unlimited number of terms

Professors

- Term is 5 years and renewable or for continuing term; appointment is always coterminus with research and salary funding

Criteria for Advancement in the Non-Tenure Line (Research)

Promotion to Associate Professor

- True distinction in scholarship with recognition not only as the best in his or her cohort in the research field but also likely to become one of the very best in the field.
- Capable of sustaining a first-rate teaching program.
- Evidence of the ability to obtain external funding.
- If applicable, excellence as a clinician.

Promotion to Professor

- Recognition as one of the very best in the research field.
- Excellence in teaching, ability to obtain grant funding and, if applicable, in clinical care.

Non-Tenure Line (Teaching) Core Criteria

- The overriding requirement for faculty appointment, reappointment and promotion in the Teaching Line is **excellence in teaching, broadly defined.**
- Under most circumstances, it is expected that Teaching Line faculty will extend their successes at Stanford to broader regional or national audiences.

Non-Tenure Line (Teaching) Appointment Terms

Only two ranks:

Associate Professors

- Term is 5 years and renewable for unlimited number of terms

Professors

- Term is 5 years and renewable or for continuing term



Criteria for Advancement in the Non-Tenure Line (Teaching)

Appointment as Associate Professor

- There should be evidence of excellence in teaching and regional recognition for teaching

Promotion to Professor

- National recognition as an educator who is one of the very best in the field

Review Committees

Department

- Evaluation Committee, A&P Committee
- Department Chair

School

- Assistant Professor Review Committee
- Appointments and Promotions Committee
- CE Appointments and Promotions Committees
- Vice Dean and Dean

University (for Professoriate)

- Provost
- Advisory Board
- President



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Transparency and Information

- Demystifying and clarifying expectations about reappointment and promotion
- Ask your Chair or Chief about the A&P criteria and how you are doing
- Talk to OAA for more information

Individualized Meetings

- One-on-one introductory meetings between new faculty and an OAA Associate Dean.
- One-on-one meetings between faculty who have recently been reappointed at the assistant professor level and an OAA Associate Dean.
- “Open door” for subsequent visits.

