

Tenure Track

The Tenure Track is for faculty members whose main professional focus is scholarship in scientific discovery and innovation. As a general guideline, to be appointed on the Tenure Track faculty members in basic science departments and non-clinical faculty members in clinical departments should have at least 75% effort and clinical faculty members should have at least 50% effort devoted to scholarship. Scholarly activities may encompass research activities, or education that involves scholarship beyond teaching excellence. Granting of tenure is typically requested at the time of promotion to Associate Professor. Past and current success with extramural funding is an important element for a faculty member's academic advancement on this track.

- Candidates should refer to the full Appointment, Promotions, and Tenure policy regarding additional specific details of the Tenure Track. This includes important aspects regarding the Tenure Clock and rules regarding faculty approval for transition on or off of the Tenure Track.

	Time in rank for full-time faculty	Scholarly Productivity	Clinical Accomplishments (when applicable)	Research Activities	Teaching and Educational Activities	Service and Administration	Reputation
Promotion from Instructor to Assistant Professor	Typically 1-2 years.	Emerging evidence of scholarly activity.	Attains board certification and provides appropriate clinical care.	Growing independent involvement in research activities with funded entry-level awards (K, R21, other) and anticipation of continued and future grant funding.	Participation in the educational mission by lecturing, teaching, and other activities.	Department and section committees and involvement at the local level.	Positive local reputation with peers.
Promotion from Assistant to Associate Professor	Application in the 6 th year in rank or later.	Significant number of peer-reviewed journal articles that demonstrate progression of research activity and a high degree of productivity within their individual areas of expertise. The number and quality of journals in which publications appear are important criteria for evaluating scholarship.	Exemplary clinical practice, development of an area of expertise, and professional innovation.	Continued growth and success as an independent investigator with past and current extramural funding is an important element for advancement. R21, R01 and/or equivalent extramural funding is highly valued.	Participation in the educational mission by lecturing, teaching, and other activities with positive learner evaluations.	Department and section committees, School of Medicine and WFBMC committees, regional organizations. Often have leadership roles. May be directing a research core or other center.	Regional reputation in area of expertise with an emerging national reputation.
Promotion from Associate to Professor	Application in the 6 th year in rank or later.	Significant number of peer-reviewed journal articles that demonstrate progression of research activity and a high degree of productivity within their individual areas of expertise. The number and quality of journals in which publications appear are important criteria for evaluating scholarship.	Exemplary clinical practice, development of an area of expertise, and professional innovation. May include leadership of clinical programs.	Established and continuing growth and success as an independent investigator with past and current extramural funding and a robust grant portfolio are important elements for advancement. A track record of R01 and/or equivalent extramural funding with a trajectory for continued success is highly valued.	Participation in the educational mission by lecturing, teaching, and other activities with positive learner evaluations.	Department and section committees, School of Medicine and WFBMC committees, regional and national organizations. Often have leadership roles as director of a research core, center, or institute.	National and/or international reputation in area of expertise.

Research Scholar Track

The Research Scholar Track is a non-tenure eligible track for faculty involved in time- limited research programs with no or minimal teaching or service responsibilities. Such appointments are primarily contingent on continued extramural research funding for full salary support, depending on the appointment details. These faculty members may have independent funding or participate in collaborative funding efforts with evidence of substantial participation in the development of the collaborative grants. Modest participation in the non-research missions as permitted by the individual faculty member's effort allocation is favorably regarded by the P&T Committee.

	Time in rank for full-time faculty	Scholarly Productivity	Research Activities	Teaching and Educational Activities	Service and Administration	Reputation
Promotion from Instructor to Assistant Professor	Typically 1-2 years.	Emerging evidence of scholarly activity.	Growing involvement with research activities appropriate for funding sources.	Modest participation in the educational mission is favorably viewed.	Participation in department and section committees and involvement at the local level.	Positive local reputation with peers.
Promotion from Assistant to Associate Professor	Application in the 6 th year in rank or later.	Significant number of peer-reviewed journal articles that demonstrate progression of research activity and a high degree of productivity within their individual areas of expertise. The number and quality of journals in which publications appear are important criteria for evaluating scholarship.	Meaningful contributions to team science and collaborative research activities appropriate for funding sources. May have independent funding (K, R21, other) or participate in collaborative funding efforts.	Modest participation in the educational mission is favorably viewed.	Participation in department and section committees, School of Medicine and WFBMC committees, regional organizations.	Regional reputation in area of research expertise.
Promotion from Associate to Professor	Application in the 6 th year in rank or later.	Significant number of peer-reviewed journal articles that demonstrate progression of research activity and a high degree of productivity within their individual areas of expertise. The number and quality of journals in which publications appear are important criteria for evaluating scholarship.	Meaningful and critical contributions to team science and collaborative research activities appropriate for funding sources. May have independent funding (R21, R01, other) or participate in collaborative funding efforts.	Participation in the educational mission by lecturing, teaching, and other activities with positive learner evaluations.	Participation in department and section committees, School of Medicine and WFBMC committees, regional and national organizations.	National and/or international reputation in area of research expertise.

Educator Scholar Track

The Educator Scholar Track is a non-tenure eligible track for clinical and basic science faculty who spend a majority of their effort and scholarly work in educational activities, including pedagogy, education practice, educational research, and/or education administration. Faculty members on this track will generally be expected to have terminal degrees in their field (e.g., M.D., Ph.D or Ed.D.). Educational scholarship is valued beyond the activities of high quality teaching generally required of faculty members. Scholarly products include innovative educational models and practices and scholarly publications in highly regarded journals. Faculty members on this pathway are expected to have a significant number of peer-reviewed journal articles (or equivalent scholarly dissemination) and scholarship that demonstrate progression of scholarly education activity throughout their career and reflect a high degree of productivity within their individual areas of expertise.

- This track is for faculty whose primary professional efforts are focused on educational research, pedagogy, and administration.
- Faculty who were on the previously named *Educator Specialist* and *Basic Science Educator* tracks will map to this track.
- This track is not typically used for clinicians who have educational responsibilities – see Clinician Scholar Track instead.

	Time in rank for full-time faculty	Scholarly Productivity	Research Activities	Teaching and Educational Activities	Service and Administration	Reputation
Promotion from Instructor to Assistant Professor	Typically 1-2 years.	Emerging evidence of scholarly activity related to education practice, pedagogy, and/or educational research.	Emerging involvement in research and activities related to education.	Participation in the educational mission by teaching, curriculum development, and other activities.	Department committees and involvement at the local level.	Positive local reputation with peers.
Promotion from Assistant to Associate Professor	Application in the 6 th year in rank or later.	12 to 25 or more peer-reviewed journal articles related to education practice, pedagogy, and/or educational research. The number and quality of journals in which publications appear are important criteria for evaluating scholarship.	Significant educational research involvement, often with grant-funded projects.	Significant participation in the educational mission by teaching, curriculum development and other activities with outstanding learner evaluations. Typically includes curriculum development, leadership of programs, and innovation.	Department committees, School of Medicine committees, regional organizations. Often have leadership roles.	Regional reputation in area of expertise.
Promotion from Associate to Professor	Application in the 6 th year in rank or later.	25 to 50 or more peer-reviewed journal articles related to education practice, pedagogy, and/or educational research. The number and quality of journals in which publications appear are important criteria for evaluating scholarship.	Leadership of educational research programs, typically with grant-funded projects.	Significant participation in the educational mission by teaching, curriculum development and other activities with outstanding learner evaluations. Includes significant curriculum development, leadership of programs, and innovation.	Department committees, School of Medicine committees, regional and national organizations. Typically have leadership roles.	National and/or international reputation in area of expertise.

Clinician Scholar Track

The Clinician Scholar Track is a non-tenure eligible track for faculty members who contribute to the clinical mission of the institution and whose scholarly activities and publications directly relate to clinical practice or innovation, clinical research, and/or clinical education. Faculty members on this track have clinical responsibilities, may have extramural grant funding, and have substantial evidence of peer reviewed publications (or equivalent scholarly dissemination). Innovations related to clinical patient care, clinical research, and/or educational scholarship beyond the high quality teaching that is required of all faculty members is valued.

- This is the track for most clinical faculty at Wake Forest School of Medicine
- This is the appropriate track for faculty in Advanced Practice Provider programs who have academic effort and responsibilities
- This is the correct track for faculty who were on the previously named *Clinician*, *Clinician Educator*, and *Clinician Scientist* tracks

	Time in rank for full-time faculty	Scholarly Productivity	Clinical Accomplishments	Research Activities (when applicable)	Teaching and Educational Activities	Service and Administration	Reputation
Promotion from Instructor to Assistant Professor	Typically 1-2 years.	Emerging evidence of scholarly activity.	Attains board certification and provides appropriate clinical care.	Emerging involvement in research activities.	Participation in the educational mission by lecturing, teaching, and other activities.	Department and section committees and involvement at the local level.	Positive local reputation with peers.
Promotion from Assistant to Associate Professor	Application in the 6 th year in rank or later.	12 to 25 or more peer-reviewed publications, depending on discipline. The number and quality of journals in which publications appear are important criteria for evaluating scholarship.	Exemplary clinical practice, development of an area of expertise, and professional innovation.	For faculty doing research, activities include presentations, publications, and may include grant funded projects.	Participation in the educational mission by lecturing, teaching, and other activities with positive learner evaluations. May include curriculum development, leadership of programs, and innovation.	Department and section committees, School of Medicine and WFBMC committees, regional organizations. Often have leadership roles.	Regional reputation in area of expertise.
Promotion from Associate to Professor	Application in the 6 th year in rank or later.	25 to 50 or more peer-reviewed publications, depending on discipline. The number and quality of journals in which publications appear are important criteria for evaluating scholarship.	Exemplary clinical practice, development of an area of expertise, and professional innovation. May include leadership of clinical programs.	For faculty doing research, activities include presentations, publications, and may include grant funded projects.	Participation in the educational mission by lecturing, teaching, and other activities with positive learner evaluations. May include curriculum development, leadership of programs, and innovation.	Department and section committees, School of Medicine and WFBMC committees, regional and national organizations. Typically have leadership roles.	National and/or international reputation in area of expertise.

Clinician Expert Track

The Clinician Expert Track is a non-tenure eligible track for faculty members who primarily contribute to the clinical mission of the institution through independent clinical practice at a primary academic practice location, where the depth and range of involvement in the educational mission of the institution is woven into the daily fabric of clinical care. Faculty members are eligible for this track when a vast majority of professional effort is allocated to patient care, leadership, and administrative duties that directly support the clinical academic enterprise. Individuals are evaluated based on a record of outstanding patient care, peer-reviewed and non peer-reviewed publications (or equivalent scholarly dissemination) related to clinical care, participation in teaching activities, committee leadership at the local/regional/national levels, and extended service time to the institution (generally more than 10 years in rank). Scholarly products typically relate to areas of clinical expertise.

- This track is not available to non-faculty clinicians working within the WFBMC network.
- This is not a track for clinicians with Advanced Practice Provider degrees - see instead the Clinician Scholar Track.
- Dissemination of scholarship is required on this academic track, and includes both peer-reviewed and non peer-reviewed publications.
- Most clinical faculty at Wake Forest School of Medicine will not meet the professional effort criteria to be on this track:
 - ◊ Clinicians on this track will have 4½ to 5+ days per week of assigned clinical duties.
 - ◊ 90%+ of professional time spent on patient care and/or administrative support of the clinical mission at primary academic site

	Time in rank for full-time faculty	Scholarly Productivity	Clinical Accomplishments	Research Activities (when applicable)	Teaching and Educational Activities	Service and Administration	Reputation
Promotion from Instructor to Assistant Professor	Typically 1-2 years.	Emerging evidence of scholarly activity.	Attains board certification and provides appropriate clinical care.	May have limited involvement to support ongoing research activities.	Participation in the educational mission by lecturing, teaching, and other activities.	Department and section committees and involvement at the local level.	Positive local reputation with peers.
Promotion from Assistant to Associate Professor	Application in the 11 th year in rank or later.	12 to 25 or more publications, counting a combination of both peer-reviewed and non peer-reviewed materials that are disseminated.	Exemplary clinical practice, development of an area of expertise, and professional innovation.	May have limited involvement to support ongoing research activities.	Participation in the educational mission by lecturing, teaching, and other activities with positive learner evaluations.	Department and section committees, School of Medicine and WFBMC committees, regional organizations. May have leadership roles.	Regional reputation in area of expertise.
Promotion from Associate to Professor	Application in the 11 th year in rank or later.	25 to 50 or more publications, counting a combination of both peer-reviewed and non peer-reviewed materials that are disseminated.	Exemplary clinical practice, development of an area of expertise, and professional innovation. Typically includes leadership of clinical programs.	May have limited involvement to support ongoing research activities.	Participation in the educational mission by lecturing, teaching, and other activities with positive learner evaluations.	Department and section committees, School of Medicine and WFBMC committees, regional and national organizations. Typically have leadership roles in clinical initiatives.	National and/or international reputation in area of expertise.