

Tenure Review Standards

Tenure

AWARD OF TENURE

Excellence/Outstanding Accomplishment in Both:

**Teaching
Scholarly Activity**

**And
National Reputation**

Faculty who are employees of the University of Colorado in the regular academic ranks of associate professor or professor are eligible for consideration for an award of tenure, provided that open tenure positions exist in the faculty member's primary department.

Consideration for promotion and an award of tenure will be separate processes but may occur concurrently. No maximum time limit exists for an award of tenure; however, a faculty member who is turned down for tenure may not be re-considered for three years. Faculty will be reviewed for an award of tenure by a subcommittee of the seven most senior tenured members of the Faculty Promotions Committee, and their recommendation will be forwarded to the Executive Committee.

The review will be conducted separately from any promotion consideration and all candidates for an award of tenure during a particular year will be reviewed by the same subcommittee.

The award of tenure in the School of Medicine will be reserved for those faculty members who are among the best in their field of scholarly endeavor. The faculty members will also be widely recognized as outstanding and influential teachers, and will

show definitive promise of continuing, outstanding contributions to the School of Medicine. The balance between accomplishments in scholarship and teaching as defined below may vary considerably from one faculty member to another, but both scholarship and teaching excellence must be present before an award of tenure is made. Professional/administrative service and/or clinical activities by a faculty member should be weighted into any decision regarding an award of tenure, but such activities in the absence of significant accomplishments in both teaching and scholarship are not an adequate basis for an award of tenure.

The first requisite for an award of tenure is excellence in scholarship, which has led to a national and international reputation. Scholarship is defined here, in the context of an award of tenure, as the long, continued, systematic study of phenomena or events which leads to a competent mastery of one, or more, of the medical allied health, or related basic science disciplines. More narrowly, scholarship refers to advanced study which leads to the acquisition of knowledge in a particular field, along with accuracy and skill in investigation, and the demonstration of powers of critical analysis in interpretation of such knowledge. While the foregoing primarily refers to the scholarship of discovery, it may also include exceptional examples of the scholarship of application, integration and teaching, as previously defined (see 2 above). All candidates for an award of tenure in the School of Medicine will have demonstrated significant accomplishments in scholarly endeavors, which is synonymous with the generation of new knowledge. The faculty member's scholarship must provide compelling promise of continued creativity with respect to generating new observations, new concepts, and new interpretations related to the individual's scholarly endeavors.

The second requisite for the granting of tenure is demonstrated excellence in, and dedication to, teaching. The faculty member should have demonstrated a capacity and a desire to maintain teaching effectiveness and must show capacity for continued growth as a teacher. The faculty member must have an outstanding record of demonstrated success in mentoring students, residents, fellows, and/or less experienced faculty members. It is implicit that excellence in teaching includes being a model of professional conduct for students, colleagues and patients.

The award of tenure will be reserved for those faculty members whose achievements have won recognition by scholars outside of the University as well as by the faculty member's faculty colleagues. Tenured faculty members are those individuals whose presence on the faculty enhances the prestige of the University of Colorado School of Medicine.