

Appendix A: College Guidelines

Promotion Guidelines for Career/Non-tenure Eligible Track Faculty at UA College of Medicine – Phoenix		
Track	Clinical Series	Clinical Scholar
Primary Mission(s)	Clinical, education, service	Clinical, education, scholarship, service
Promotion Timeframe	6+ year in rank (typically), 4 years minimum	6+ year in rank (typically), 4 years minimum
Promotion Criteria & Primary Objectives	Optimized clinical volume, teaching participation, clinical care quality; effectiveness of healthcare; department metrics (department must attest to excellent clinical care with documentation of how that determination was accomplished)	Clinical niche, innovation in care delivery; publications, conference presentations, national reputation, enduring materials; patents, clinical trials; department metrics (department must attest to excellent clinical care with documentation of how that determination was accomplished)
Secondary Objective(s)	Publications, conference presentations, national reputation, member/leadership in professional organizations	Grants, national leadership
Effort %	Up to 100% in clinical service with teaching duties in clinics/wards, may include administrative responsibilities	High level of clinical service; scholarly output should reflect available time for scholarship (at least 5%), may include administrative responsibilities
Research Funding	Not expected	Not required
Associate Professor		
Scholarship <i>(for time in rank)</i>	Preferred, not required	1-2 peer-reviewed articles per year with half as first/senior (typically); other scholarship (e.g., conference presentations, clinical trials, grants)
Reputation	Strong local to regional	Strong regional to national
Teaching/Mentoring	Demonstrates support for the teaching and scholarly missions of the department; mentoring learners and junior faculty	Local to national teaching/mentoring excellence; mentoring learners and junior faculty
Clinical	In good standing, board certified	In good standing, board certified
Service	Participation in department/college/hospital or regional organization committee	Participation in department/college/hospital committee or national organizations; manuscript review for journals
Grant Funding	N/A	Helpful if present, but not expected
Full Professor		
Scholarship <i>(for time in rank)</i>	Conference presentations, abstracts, publications	1-2 peer-reviewed articles per year with half as first/senior (typically); other scholarship (e.g., conference presentations, clinical trials, grants)
Reputation	Regional to national	National to international
Teaching/Mentoring	Local awards, sustained participation/excellence; mentoring learners and faculty	Local to national awards, sustained participation; mentoring learners and faculty
Service	Leadership in local, hospital or professional organizations	Leadership in national organizations
Grant Funding	N/A	Helpful if present, but not expected

For additional guidance, review the Criteria for Track and Rank: <https://phoenixmed.arizona.edu/faculty-affairs/track-rank>.

Clinical track faculty are eligible to use the [online Clinical Faculty Dossier](#).