

Excerpt from the School of Dental Medicine (SDM) Appointment, Tenure and Promotion Guidelines (Approved by Faculty vote Nov 15, 2014)

5. APPOINTMENT AND PROMOTION OUTSIDE THE TENURE STREAM

Full-time faculty who demonstrate outstanding achievements in scholarship, teaching and professional service as their principal academic activities may also be appointed or promoted to the rank of Associate Professor and Professor outside of the tenure stream. The primary distinction between tenure and non-tenure stream appointments is in the range of duties expected. In accordance with the University's Bylaws (Chapter II, Article VI), a non-tenure stream appointment is given to faculty "who are not expected to perform the same range of duties expected of a tenure-stream member of the faculty or to make the same contributions to the University community." For instance, a researcher without a significant teaching contribution does not meet the criteria for tenure. Non-tenured faculty have all of the rights and privileges afforded persons of the same rank who have been granted tenure except for the assurance of a permanent faculty position as qualified by the University. Instead, non-tenured Associate Professors and Professors will be granted term appointments; renewal of such appointments will be based in part on documented continued superior performance and significant contribution to the goals of the School and their respective departments.

Like their tenured and tenure-stream colleagues, faculty members with appointments outside of the tenure stream are also expected to demonstrate outstanding achievements in scholarship, teaching and professional service. However, non-tenure stream appointments are typically defined by a more limited range of duties and can vary greatly in terms of expectations in the three major emphasis areas (scholarship, teaching and service). Reflecting the diversity evident in non-tenure stream faculty positions, appointment or promotion in the non-tenure stream within the SDM requires a demonstrated record of excellence in at least one of three emphasis areas: research/scholarship, teaching, or clinical education. Accordingly, there are three corresponding non-tenure stream promotion tracks offered: a research track, a teaching track and a clinical track. The relative amounts of scholarship, teaching and service required for promotion may vary considerably across (and even within) these three tracks to account for the wide gamut of duties and responsibilities incumbent upon SDM faculty.

University of Pittsburgh Policy 02-02-02 and 02-02-03

<http://www.cfo.pitt.edu/policies/policy/02/02-02-02.html>

<http://www.cfo.pitt.edu/policies/policy/02/02-02-03.html>

5.1. Research Track

A. Scholarship: Displays evidence of the following:

1. Substantial contribution to research projects, participation in team research, or providing support for ongoing research projects
2. Authorship or co-authorship of research reports in refereed journals appropriate for one's field of study
3. Authorship or co-authorship of review articles, book chapters, books, and/or online peer-reviewed learning resources
4. Contribution to efforts to obtain research support (may include PI and/or Co-I level roles on grants and awards)

B. Teaching: Displays evidence of the following:

1. Depending on the nature of the faculty member's appointment, evidence of effective teaching in a first professional or graduate level course may be required

C. Professional Service: Displays evidence of the following:

1. Depending on the nature of the faculty member's appointment, evidence of participation in service activities may be required (service may include the following: participation on committees within the faculty member's department, School, and/or the University;

contribution to the operation, development and improvement of the faculty member's department and/or School)

5.2. Teaching Track

A. Scholarship: Displays evidence of the following:

1. Contribution to research projects, participation in team research, or providing support for ongoing research projects (ideally these efforts should result in the authorship or co-authorship of refereed publications, review articles, book chapters, books, and/or online peer-reviewed learning resource)

B. Teaching: Displays evidence of the following:

1. Well articulated teaching philosophy statement
2. Proficiency in teaching as evaluated by multi-pronged review of teaching (e.g. student, instructional design, and/or external peer review) and/or evidence of student learning outcomes
3. Contributions to development, organization and presentation of required courses and/or clinical program
4. Active participation in curriculum development activities at the departmental or School level
5. Continuing improvements of the faculty member's teaching as determined by teaching reviews and self-assessment

C. Professional Service: Displays evidence of the following:

1. Participation in local, regional and/or national symposia, seminars, and courses on the topic of education or the faculty member's content area
2. Participation in professional societies; local, regional, national, and/or international
3. Participation in committees at the School and/or University level
4. Contribution to the operation, development and improvement of the faculty member's department and/or School

5.3. Clinical Track

A. Scholarship: Displays evidence of the following:

1. Contribution to research projects, participation in team research, or providing support for ongoing research projects (ideally these efforts should result in the authorship or co-authorship of refereed publications, case reports or series, review articles, book chapters, and books, and/or online peer-reviewed learning resources)

B. Teaching: Displays evidence of the following:

1. Effective teaching in a first professional or in a residency program is required
2. Evidence of increased student learning
3. Ability to stimulate students and trainees toward an evidence-based approach to dental practice
4. Continuing education courses presented

C. Professional Service: Displays evidence of the following:

1. Provision of high-quality and evidence-based patient care in the chosen specialty of the faculty member
2. Excellence as a professional role model for dental students
3. Participation in professional societies; local, regional, national, and/or international
4. Participation in committees at the School and/or University level
5. Contribution to the operation, development and improvement of the faculty member's department and/or School