

# Appointment, Promotion and Tenure

- Promotion and tenure are different decisions and applications at MUSC
- Promotion: reviewed at department and college levels
- Tenure: reviewed at department, college, and university levels
- Separate criteria

# Promotion

- Tenure tracks
  - Clinical Educator
  - Academic Clinician
  - Academic Investigator
  - Academic Investigator/Educator
- Non-tenure tracks
  - Clinical
  - Research
  - (Adjunct/Visiting)

Progression is the same in all tracks:

Instructor



Assistant Professor



Associate Professor



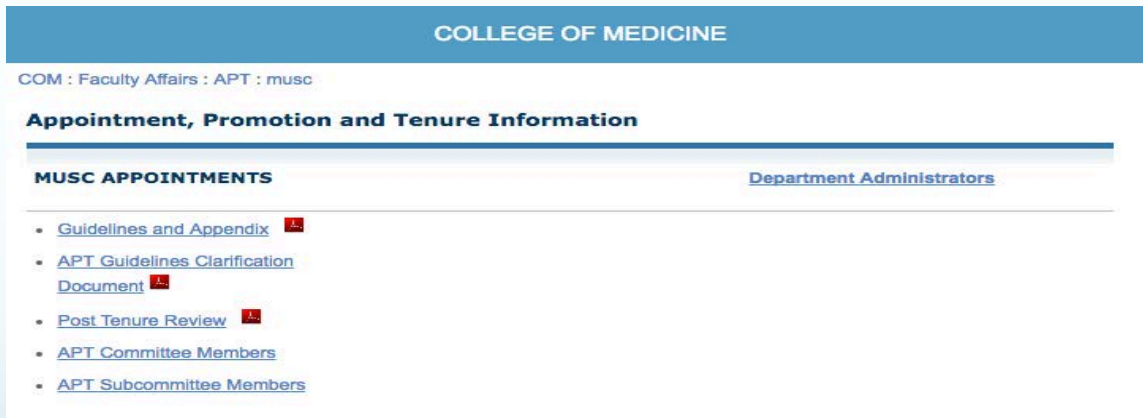
Professor

# Promotion - Tips

- Know your track!
  - It's possible to switch; discuss with Chair
- Establish a relationship, plan with Mentor
  - Monitor progress with periodic meetings
- Check in annually with Chair/Division Director to make sure you're meeting his/her expectations

# Promotion - Tips

- Know the “grid” requirements within your track
  - You may be “successful” in many respects, but if you’re not achieving the specified objectives, you are not making progress toward promotion!
  - See also APT Guidelines Clarification Document



COLLEGE OF MEDICINE




COM : Faculty Affairs : APT : musc

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**MUSC APPOINTMENTS** [Department Administrators](#)

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- [Guidelines and Appendix](#) 
- [APT Guidelines Clarification Document](#) 
- [Post Tenure Review](#) 
- [APT Committee Members](#)
- [APT Subcommittee Members](#)

<http://academicdepartments.musc.edu/com/faculty/apt/musc/index.html>

# Tenure

- Tenure ensures academic freedom, with the expectation that the faculty member will continue to perform according to accepted standards
  - Can be terminated for cause
  - Also subject to financial exigency or change/discontinuation of institutional programs.
- Tenure rests in the college or department of primary appointment only.

# Tenure

- Eligible: Associate or Full Professors on 4 tenure tracks
- Not based on publications, grants, per se
- “Long-term value to the University” and “academic maturity” are central issues
  - Clearly less quantifiable, intentionally so

# APT Summary

- Know your current track
  - Offer letter
  - Determined by Chair
- Work toward criteria within track/rank
- Proactively plan for advancement
  - Mentors
  - Annual conversations/evaluations
- Tenure is qualitatively different from promotion