

Criteria for Appointment to Associate Professor with tenure – Investigator Track

Promotion to associate professor with tenure on the **Basic Science Investigator Track**, requires: 1) excellence in research, scholarship, or creative expression in one's discipline; 2) a high level of effectiveness in teaching; 3) strong commitment in the area of service. Vanderbilt expects the quality of achievement in research, scholarship, or creative expression and in teaching to be equivalent to that required for tenure at major peer research universities.

1. Research, Scholarship or Creative Expression

Research and/or scholarship includes the discovery, development, and dissemination of new knowledge or understanding. Scholarly activity may also consist of innovative conceptualizations or theoretical advancements. Candidates considered suitable for promotion with tenure have already achieved, and show promise of continuing to achieve, a high level of excellence in their discipline or profession of such high quality as to gain favorable recognition at the national level. Such recognition will be based mostly on the unique and creative nature of the candidate's independent contributions. Nationally recognized contributions to team science are highly valued and can include distinct indispensable contributions to co-authored publications and multi-PI or program-type grants. Certain types of activities are recognized as supporting an individual's stature in research or scholarship, including:

- A. Publication of meritorious, independent, and original research and/or scholarship in a sustained fashion that makes a significant contribution to new knowledge.
- B. Recognition by peers of the quality of research or scholarship as indicated by the receipt of major competitively awarded research grant funding, projecting a sustained upward trajectory.
- C. Participation in scientific and professional advisory committees at the national and/or international levels, such as NIH study sections, National Research Council, national professional societies, and national commissions and task forces.
- D. Recognition by the scientific community as evidenced by invitations to speak at universities and national conferences, and/or by receipt of early career-specific awards and honors.
- E. Strong letters of recommendation from professors and leaders at Vanderbilt's peer institutions indicating candidate's likelihood for promotion to the same or comparable rank in their own institution.

2. Teaching, Mentoring, and Training

Teaching, mentoring, and training have a central role within the University, and all candidates for promotion are required to have participated in these activities. They can occur in lecture rooms, small discussion groups, and seminars; in the laboratory setting

via supervision of undergraduate, graduate, and medical students or senior trainees such as postdoctoral and clinical fellows; and by mentoring other professionals on campus or in the broader community. To meet tenure standards in this category, candidates must demonstrate a high level of effectiveness in multiple forms of teaching, exemplified by the following:

- A. The attraction and training of graduate students and/or postdoctoral fellows to support a sustained and effective research program.
- B. Advancement of mentees toward successful completion of their degrees and transition to further training or independent careers. This should include publications by the trainees and may include funding of their stipends.
- C. Participation in mentor training activities and evidence of commitment to building diversity, equity, and inclusion in the classroom and/or laboratory.
- D. Effectiveness of teaching activities in the classroom and/or small group settings.
- E. Participation on student Qualifying Examinations and Dissertation Committees and/or postdoctoral fellow mentoring committees.

3. Service

Vanderbilt expects its tenure-track faculty to make strong service contributions. These activities may include:

- A. Participation in departmental, school, and university committees.
- B. Service activities that promote health and wellness, mentorship, and/or diversity, equity, and inclusion at the departmental, professional society, and community levels.
- C. Service as *ad hoc* member of NIH or other study sections and membership on committees within regional and/or national societies.
- D. Participation in organization and execution of regional and/or national scientific conferences.
- E. Regular reviewing or editorial activities for leading scientific journals.