Approved by the Committee of Professors 10-2016

TENURE TRACK (STANDING FACULTY)

Appointment or Reappointment to Assistant Professor

Scholarship
- The successful candidate possesses evidence of superior potential for development in academic stature in a focused area of scholarly inquiry.
- The candidate shows promise of academic productivity such as previously published manuscripts.
- On reappointment, substantial progress in publications and funding should be illustrated, as well as attendance and presentations at major professional organizations.

Teaching
- The candidate must show potential for contributing to the educational mission of the department or school.
- At reappointment the candidate should demonstrate satisfactory teaching skills, as determined by peer and student evaluations.

Clinical Activity (If Relevant)
- The candidate must be qualified to practice in his/her area of expertise.

Service to the Community/Citizenship
- Active participation in a professional organization is expected at the time of appointment.
- At the time of reappointment, active participation in one or more committees at Penn Dental Medicine is also expected.

Promotion or Appointment to Associate Professor with Tenure

Scholarship
- A candidate must have a national reputation for outstanding independent work in his/her area of scholarship.
- Peer-reviewed articles in respected journals should tell a coherent story about his/her focused areas of research.
- The successful candidate will have independent research grant support, most often from federal funding agencies such as the National Institutes of Health (NIH), the Department of Defense (DoD) or the National Science Foundation (NSF), although funding from non-federal sources with a peer review process will also be considered.
- Membership in research societies, regular presentations at national meetings, and invited lectureships indicate the importance of the individual’s research and his/her national reputation.

Teaching
- The candidate should make an important contribution to the teaching mission of the Department, School and/or University.
- The candidate should have a record of excellence in teaching dental students.
Clinical Activity (If Relevant)
- The candidate should have a record of excellent, productive clinical practice.

Service to the Community/Citizenship
- The successful candidate should serve on departmental, school or University committees or have taken on other leadership roles
- Leadership positions in national societies and editorial positions are an asset.
- The successful candidate should take an active role in mentoring.

Promotion or Appointment to Professor with Tenure

Scholarship
- Candidates will be among the top scholars in the country in their area of expertise, with an international reputation for their accomplishments.
- The CV should reflect a substantial body of work and evidence of continuing productivity and excellence since the candidate’s promotion to Associate Professor.
- The successful candidate should be a principal investigator of one or more grants from federal agencies or other appropriate funding sources.
- The individual will have a record of giving invited lectures at national and international meetings and of writing scholarly reviews.

Teaching
- The candidate should make an important contribution to the teaching mission of the Department, School and/or University.
- The candidate should have a record of excellence in teaching dental and/or graduate students.
- The individual should display evidence of sustained research training of dental and/or predoctoral students and/or postdoctoral fellows.

Clinical Activity
- Those involved in patient care are expected to be excellent clinicians.

Service to the Community/Citizenship
- The successful candidate should serve on departmental, school and/or University committees or have taken on other leadership roles.
- The individual is expected to be a member of national research societies, study sections and national organizations. The strongest candidates will hold leadership positions in these organizations.
- The individual should have significant experience in mentoring.

CLINICIAN EDUCATOR TRACK (STANDING FACULTY)

Appointment or Reappointment to Assistant Professor

Clinical Activity
- The successful candidate possesses an emerging local reputation as an outstanding clinician in his/her area of expertise.
- State license eligibility will be required for candidates who have clinical responsibilities.

Scholarship
- The candidate shows promise of academic productivity, as evidenced by prior research experience (for example, a clinical research certificate or an equivalent mentored research experience during
residency). Academic promise may also be demonstrated by production of original papers, reviews and chapters.

- Grant support, when appropriate, is likely to come from federal or privately funded sources for clinical, translational or other types of investigations. The candidate shows evidence of seeking such support at the time of reappointment.

**Teaching**

- Promise of teaching excellence is essential and significant progress should be demonstrated at reappointment, with good student and peer evaluations.

**Service to the Community/Citizenship**

- Active participation in a professional organization is expected at the time of appointment.
- At the time of reappointment, active participation in one or more committees at Penn Dental Medicine is also expected.

**Promotion or Appointment to Associate Professor**

**Clinical Service**

- The successful candidate possesses a local, regional and emerging national reputation as an outstanding clinician in his/her area of expertise, with impact on clinical practice.

**Research and Scholarship**

- The candidate has a record of academic productivity (including original papers, reviews, chapters) that is characterized by a recognizable, distinct contribution and focus.
- Although grant support is not required, it is encouraged and is likely to come from federal or privately funded sources for translational, clinical or other types of investigations.

**Teaching**

- Teaching excellence is documented by the department chair and is based on multiple sources, including student and peer evaluations, curricular contributions, and/or the receipt of teaching awards.
- Teaching excellence may also be demonstrated by invitations to lecture to other audiences (including clinicians and lay groups) and/or by participation in courses at the local and regional levels.

**Service to the Community/Citizenship**

- The candidate should participate actively in the committees of a clinical specialty, professional organization, Penn Dental Medicine and/or the University, and should be recognized nationally as a consultant in his/her area of expertise.

**Promotion or Appointment to Professor**

**Clinical Service**

- The successful candidate possesses a national and international reputation as an authority in clinical scholarship in his/her area of expertise, with significant impact on clinical practice.

**Scholarship**

- The candidate must demonstrate a substantial period of continuing productivity since the last promotion, with a continuing record of academic achievement characterized by a recognizable, distinct contribution and focus.
• Although grant support is not required, it is encouraged and is likely to come from federal or privately funded sources for translational, clinical or other types of investigations.

Teaching
• The individual must have an established reputation as an educator, both regionally and nationally, demonstrated by invitations to write peer-reviewed review articles, chapters and/or editorials, curricular leadership, or by serving as a visiting professor or a course faculty member outside of the region.

Service to the Community/Citizenship
• The candidate will have leadership roles in committees at the state/national level of a clinical specialty or professional organization, Penn Dental Medicine and/or the University. The successful candidate is recognized nationally as a consultant in his/her area of expertise.
• The candidate should also play a role in mentoring.

RESEARCH TRACK (ASSOCIATED FACULTY)

Appointment or Reappointment as Assistant Professor

Scholarship
• The successful candidate possesses evidence of superior potential for development in academic stature in a focused area of scholarly inquiry.
• The candidate shows promise of academic productivity such as previously published manuscripts.
• On reappointment, substantial progress in publications should be illustrated, as well as attendance and presentations at major professional organizations.
• These candidates must be supported entirely by external funding.

Teaching
• Appointees in this track are not part of the teaching faculty, but may hold limited teaching assignments not to exceed 10% of the teaching done by his or her department in a single year.

Promotion or Appointment to Associate Professor

Scholarship
• Successful candidates will have a national reputation for outstanding collaborative and/or independent scientific investigation.
• The faculty member will also demonstrate steady professional growth through the development and submission of either independent or collaborative applications for research funding.
• These candidates are primarily supported by external funding as detailed in the Faculty Handbook.

Teaching
• See above

Service to the Community/Citizenship
• He/she will also demonstrate progressive professional involvement and leadership in the Penn Dental Medicine community, the University and/or national scientific organizations.

Promotion or Appointment to Professor

Scholarship
Promotion to professorial rank requires independent or collaborative research of high quality. The candidate will display sustained leadership in a program of research, which may include intra- or extramural funding as a principal investigator or co-investigator. The individual will have a record of giving invited lectures at the national level and of writing scholarly reviews. These candidates must be supported entirely by external funding.

Teaching
- See above.

Service to the Community/Citizenship
- Research Professors are expected to be members of national research societies, study sections and national organizations. The strongest candidates will hold leadership positions in those organizations.

ACADEMIC CLINICIAN TRACK (ASSOCIATED FACULTY)

Appointment or Reappointment as Assistant Professor

Clinical Service
- The candidate should demonstrate superior potential for developing competence in clinical care.
- State license eligibility will be required for candidates who have clinical responsibilities.

Teaching
- Promise of teaching excellence is essential and significant progress should be demonstrated at reappointment, with good student and peer evaluations.

Service to the Community/Citizenship
- Service to the community, such as serving on academic committees, is encouraged at the time of reappointment, but these efforts must be consistent with the primary mission of the track.

Promotion or Appointment to Associate Professor

Clinical Service
- The candidate should have a record of superior performance and productivity as a clinician in his/her area of expertise. Regional reputation or recognition are desirable, but are not an absolute requirement for promotion.

Teaching
- The candidate should make an important contribution to the teaching mission of the department, with a record of superior performance.
- The candidate should play a role in mentoring students at Penn Dental Medicine.

Service to the Community/Citizenship
- The candidate should serve on department, school or University committees. Any other leadership roles will be an asset.

Promotion or Appointment to Professor

Clinical Service
• The candidate should have a record of superior performance and productivity as a clinician in his/her area of expertise. A national reputation is desirable, but is not an absolute requirement for promotion.

Teaching
• The candidate should make an important contribution to the teaching mission of the department, with a record of superior performance.
• The candidate should play a role in mentoring students at Penn Dental Medicine.

Service to the Community/Citizenship
• The candidate should serve on department, school or University committees. Any other leadership roles will be an asset.
• The candidate should also play a role in mentoring.