

Key Changes
Case Western Reserve University
School of Medicine
Qualification and Standards for Appointment, Promotion, and Tenure
2006-2007

1. Current (new) standard: tenure track promotions explicitly focus on research; old standard seemed to indicate teaching and research were equally important.
2. Current (new) standard: team science explicitly mentioned as qualifying for promotion; old standard mentioned only individual achievement.
3. Current (new) standard: clinical service is now to be evaluated and given credit for promotion; old standard recognized only teaching performed while delivering clinical service.
4. Current (new) standard: levels of recognition for promotion have been strengthened. For faculty focusing on research (whether in tenure track or non-tenure track), national recognition is required for associate professor/tenure and continued/enhanced recognition required for professor. In the non-tenure track for teaching or clinical service, regional recognition required for associate professor, national recognition for professor. The old standard for the non-tenure track required a reputation beyond the Cleveland area for promotion to professor.
5. Current (new) standard: for promotions based on teaching, candidate is to provide portfolio for committee to judge his or her scholarship of teaching (this is still under development); old standard relied as much on duration of contribution as much as on quality.
6. Current (new) standard: Candidates for promotion in the non-tenure track must identify their primary area of excellence. In the past, achievements in the other areas often were considered to have made up for less than excellence in other areas.