

## **Suggested Guidelines for Promotion to Senior Rank – Associate Track**

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The Associate Track is a non-tenure track reserved for members of the Einstein faculty who have obtained a high degree of skill in research or teaching and play an important supportive role in the conduct and reporting of research findings. The Associate faculty member generally does not pursue a career as an independent investigator nor is expected to obtain independent funding. The Associate faculty member must have, at a minimum, a Master's Degree or may possess a doctoral degree. Individuals who serve the College of Medicine primarily in the areas of research or teaching may be considered for appointment in the Associate Track.

Appointment or promotion to Senior Associate requires recommendation by the chair and is subject to review and approval by the Committee on Appointments and Promotions.

To be considered on the Associate Track as a Senior Associate, a faculty member must demonstrate:

- Strength in both *major legs* and
- Strength in each *minor leg* is helpful

**MAJOR LEGS:***Associate Track***Required: Research and Recognition - strength in both major legs**

<b>Evidence of: A. Research:</b>		
	1. Ongoing commitment to basic, pre-clinical, epidemiological, statistical or clinical research in a supportive or fundamental role	
	a) Grants: as a P.I., Co-PI, co-investigator or key personnel on funded grants	<input type="checkbox"/>
	2. May contribute to the development and writing of research proposals. May have administrative or "hands-on" responsibilities for major research core facilities; or organization of essential research service. May be responsible for a laboratory testing protocol or a field site in a clinical research program	<input type="checkbox"/>
	3. Co-authorship: on peer-reviewed hypothesis-driven publications, predominantly as other than first or senior author, or as first author on peer-reviewed publications (a strength), participation on writing committees of collaborative multicenter studies, evidence of authorship on other scholarly research papers such as report baseline study design or brief research reports, book chapters, reviews, other non-peer reviewed reports	<input type="checkbox"/>
<b>Evidence of: B. Recognition:</b>		
	1. As a member of a research team, invited speaker at rounds or research seminars, locally and at national meetings. Participant in organization of local, regional and national research meetings	<input type="checkbox"/>
	2. Recognized as a major contributor to grants and publications	<input type="checkbox"/>
	3. Letter of recommendation from external experts need only be obtained from the list of suggested experts provided by the department	<input type="checkbox"/>

**MINOR LEGS:***Strength in each minor leg is helpful*

<b>Evidence of: C. Education:</b>		
	1. Course leader, preceptor, conference contributor for research-focused programs or courses.	<input type="checkbox"/>
	2. Co- or Supportive role as a research mentor of fellows, post-docs, students.	<input type="checkbox"/>
<b>Evidence of: D. Additional:</b>		
	1. Service to Einstein in the form of committee membership or internal advisory committees	<input type="checkbox"/>
	2. Organization of a research service essential for supporting extramurally-funded research	<input type="checkbox"/>
	3. Previous rank at another institution or time in rank at Einstein	<input type="checkbox"/>