

Reappointment, Promotion and Tenure (RPT) Summary at Larner College of Medicine

Tenure Pathway: Appropriate doctoral degree with an independent research program. Makes significant contributions to the teaching and administrative missions of the LCOM. Significant independent achievements in research, service and teaching form the major basis for appointment and promotion.

Clinical Scholar Pathway: Appropriate doctoral degree with primary efforts in clinical medicine. These faculty make significant contributions to teaching and scholarship, publications, funding and outstanding clinical service.

Research Scholar Pathway:

Metrics of Excellence

There are general guidelines that every faculty member is expected to address. Accomplishments in each area depend on the appointment; however, outstanding achievement in at least one of the three areas is required, depending on the level of promotion.

Teaching: The five categories of teaching that may be assigned and assessed; 1) teaching, 2) curriculum development, 3) advising and mentoring, 4) educational leadership, 5) administration and learner assessment.

Service: Includes but not limited to departmental/college/university committees, interdepartmental activities, search committees, editorial boards, professional society leadership, community/public service and clinical service in their discipline.

Research: Documentation of productivity, and the quality of research or scholarly work such as: Peer-reviewed research publications, extramural grant funding, national/international presentations, academy memberships, service on funding review committees and invitations to lecture.

Terms of Appointment – the following table shows the years between appointments.

	Clinical Scholar	Research Scholar	Education Scholar	Tenure
Professor	6	6	6	NA
Associate	4	4	4	2, 2, or NA
Assistant	2	2	2	3, 3, 3
Instructor/ Research Associate	1	1	1	NA



Faculty Resources for RPT

Consult the following documents for more details and specifics on RPT requirements, procedures and forms at:

www.uvm.edu/medicine/facultyaffairs/

University and University Officers' Manual: Provides general provisions for university community principles, institutional structure and governance.

LCOM Faculty Handbook: General information on LCOM faculty appointments, reappointments, evaluation, promotion and tenure; faculty appointments (p. 11), renewable appointments (p. 14), performance reviews (p. 25), and reappointment reviews for faculty (p. 32).

LCOM Standards and Guidelines: Information on; responsibilities for faculty development, annual review of performance, reappointment and promotion, Documentation – All Pathways (p. 4), evaluation and pathway specific Standards and Guidelines (p.11).