

School of Medicine

Post-Tenure Reviews: Definition of “Meeting Expectations”

Approved by SOM Executive Committee (November 11, 2008)

“Meeting expectations” is the minimum standard of acceptable professional performance for post-tenure reviews. The determination of whether a tenured faculty member is meeting expectations will necessarily depend upon the job responsibilities of the faculty member and the nature of his or her work in teaching, clinical care, scholarship, research and administrative service. The specific requirements for “meeting expectations” are also likely to vary across sections, divisions and departments within the School of Medicine. Nonetheless, in order to receive a rating of “meeting expectations” or higher, the faculty member must demonstrate continued achievement in his or her area of expertise. Specifically, investigators must demonstrate a consistent level of research activity, as measured by discoveries, publications, scientific presentations, mentoring of junior scientists or acquisition of research funding. Clinicians must continue to be recognized as experts in their field; clinical accomplishments may be demonstrated through feedback provided by patients or peers, clinical practice leadership, scholarship or innovation. Educators will demonstrate that they are active teachers or mentors; educators who “meet expectations” may be teaching in clinical or classroom settings; they may also be meeting expectations as course directors, visiting professors, teaching scholars or as participants in national educational activities. Administrators (for example, deans and department chairs) will demonstrate continued accomplishments in their assigned areas of responsibility. Administrative productivity may be demonstrated by a record of leadership or innovation or through feedback provided by supervisors and peers.