

## Academic Rank Matrix -Career Level Expectations-

Requirements for Faculty Appointments, Promotion and Tenure  
9/1/2023

\* denotes career levels on tracks where documentation is expected in one of two domains  
(FT=Full Time, PT=Part Time, Vol=Volunteer)

TENURE TRACK	FT/PT/Vol	Teaching	Service	Res/Schol	Domain/Career Level Requirements
Assistant Professor to Associate Professor with Tenure (Researcher/Educator/Clinician)	FT	Mid	Early	Mid	Achievement in all domains is required. Must have trajectory towards Professorship. Substantial leadership, innovation and contributions must be apparent. Accomplishments must be above and beyond expectations. Applies to both Clinical and Basic Sciences.
Associate Professor <b>Tenure Only</b> (Researcher/Educator/Clinician)	FT	Mid	Early	Mid	Previously attained Associate Professor level. Achievement in all domains is required. <b>For Tenure, substantial leadership, innovation and contributions to KUMC must be apparent. Accomplishments must be above and beyond expectations since being appointed as Associate Professor. National or International recognition is required.</b>
Associate Professor to Professor previously Tenured (Researcher/Educator/Clinician)	FT	*Est OR Mid	*Est OR Mid	*Est OR Mid	*Established in two domains, and Mid in one domain. Must have trajectory that career accomplishments are sustained and successful. National/International recognition is required.
Professor <b>Tenure Only</b> (Researcher/Educator/Clinician)	FT	*Est OR Mid	*Est OR Mid	*Est OR Mid	Previously attained Professorship. *Established in two domains and Mid in one domain. <b>For Tenure, substantial leadership, innovation and contributions to KUMC must be apparent. Accomplishments must be above and beyond expectations since being appointed as Professor. National or International recognition is required.</b>
CLINICAL SCHOLAR TRACK	FT/PT/Vol	Teaching	Service	Res/Schol	Domain/Career Level Requirements
Assistant Professor to Associate Professor (Educator)	FT/PT	Mid	Mid	Early	Achievement in all domains is required
Assistant Professor to Associate Professor (Investigator)	FT/PT	Early	Mid	Mid	Achievement in all domains is required
Associate Professor to Professor (Educator)	FT/PT	Established	Established	Mid	Achievement in all domains is required, <b>AND</b> must have National or International Recognition
Associate Professor to Professor (Investigator)	FT/PT	Mid	Established	Established	Achievement in all domains is required, <b>AND</b> must have National or International Recognition

**Faculty at the VA: Clinical Scholar Track criteria will be used for Clinicians and Educators with an unmodified title  
Clinical Track criteria will be used for Clinicians with a modified title  
Research Track criteria will be used for Researchers**

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Assistant Professor to Associate Professor	FT/PT	*Early	Mid	*Early	Mid in Service, *Early in Teaching <b>OR</b> Research/Scholarship
Assistant Professor to Associate Professor	Vol	n/a	Mid	n/a	Mid in Service
Associate Professor to Professor	FT/PT	*Mid	Established	*Mid	Established in Service, *Mid in Teaching <b>OR</b> Research/Scholarship <b>AND</b> must have National/International Recognition
Associate Professor to Professor	Vol	n/a	Established	n/a	Established in Service <b>AND</b> must have National/International Recognition
EDUCATOR TRACK	FT/PT/Vol	Teaching	Service	Res/Schol	Domain/Career Level Requirements
Assistant Professor to Associate Professor	FT/PT	Mid	*Early	*Early	Mid in Teaching, *Early in Service <b>OR</b> Research/Scholarship
Assistant Professor to Associate Professor	Vol	Mid	n/a	n/a	Mid in Teaching
Associate Professor to Professor	FT/PT	Established	*Mid	*Mid	Established in Teaching, *Mid in Service <b>OR</b> Research/Scholarship, <b>AND</b> must have National/International Recognition
Associate Professor to Professor	Vol	Established	n/a	n/a	Established in Teaching, <b>AND</b> must have National/International Recognition
RESEARCH TRACK	FT/PT/Vol	Teaching	Service	Res/Schol	Domain/Career Level Requirements
Assistant Professor to Associate Professor	FT	*Early	*Early	Mid	Mid in Research/Scholarship, *Early in Teaching <b>OR</b> Service, <b>AND</b> must have Regional/National Recognition
Assistant Professor to Associate Professor	PT	*Early	*Early	Mid	Mid in Research/Scholarship, *Early in Teaching <b>OR</b> Service
Assistant Professor to Associate Professor	Vol	n/a	n/a	Mid	Mid in Research/Scholarship
Associate Professor to Professor	FT	*Mid	*Mid	Established	Established in Research/Scholarship, *Mid in Teaching <b>OR</b> Service, <b>AND</b> must have National/International Recognition
Associate Professor to Professor	PT	*Mid	*Mid	Established	Established in Research/Scholarship, *Mid in Teaching <b>OR</b> Service, <b>AND</b> must have National/International Recognition
Associate Professor to Professor	Vol	n/a	n/a	Established	Established in Research/Scholarship, <b>AND</b> must have National/International Recognition