

**Proposed bylaws revisions to the criteria for promotion/tenure,  
in Appendix B of the Bylaws**  
proposed additions are highlighted

**Excerpt from the introduction to Appendix B of the bylaws:**

2. Research

- a. Quality, independence, originality and importance of published work.
- b. Continuity of record and scientific contribution.
- c. Level of acceptance by peers, and national and international standing.
- d. Quality of presentations at local, national, and international meetings.
- e. Leadership in a research program, or significant, essential and independent contributions to the work of **more than one principal investigator on multiple projects.**

3. Patient Care

- a. Role model of excellence in clinical work for students and house staff.
- b. Demonstrated sensitivity and responsibility to patients.
- c. Recognition by peers.
- d. Level of knowledge and skill in professional field or specialty.
- e. Competence in all aspects of patient management.
- f. Leadership in health care programs.

4. Other Professional Activities

- a. Participation and leadership in critical intramural committees (e.g., Admissions Committee, SAPC, etc.).
- b. Leadership role in department or hospital as a section or division chair.
- c. Participation and leadership in professional societies, scholarly organizations, editorial boards, scientific advisory boards, and research review panels on a local, state, national, and international level.

**Section C, criteria for Investigator and Clinician Investigator:**

C. Specific Requirements for Appointment or Promotion to Senior Rank

1. Investigator

For appointment or promotion to Associate Professor based on performance as an investigator, the following requirements must be met:

- a. Active and effective participation in at least one of the following levels of education: undergraduate, graduate, or postgraduate (which includes other health professionals) and either b or c
- b. A record of sustained publication in refereed journals of results from original and independent investigations that are recognized as important. The applicant for appointment or promotion should be a contributor of major ideas and innovations and should have an established reputation as an original investigator outside the University of Connecticut Health Center.

- c. A record of sustained<sup>1</sup> publication in refereed journals of important work resulting from collaborations with more than one principal investigator on multiple projects to which the applicant has contributed his/her unique skills. The applicant must have made significant, essential and independent contributions to this published work. The applicant must also periodically<sup>1</sup> be the corresponding author of refereed articles in journals that are devoted largely to the individual's area(s) of professional expertise.

Appointment or promotion to the rank of Professor will require:

- a. A national reputation within his/her field as evidenced by memberships in study sections, advisory groups, editorial boards, prestigious professional societies, etc., or by awards, prizes or other notable academic achievements.
- b. Active and effective participation in at least one of the following levels of education: undergraduate, graduate, or postgraduate (which includes other health professionals).
- c. An established reputation as an original or essential investigator outside the University of Connecticut Health Center.  
and either d or e
- d. A record of sustained<sup>1</sup> publication of original and independent research findings that have had a demonstrable impact on the field.
- e. A record of sustained<sup>1</sup> publication in refereed journals of important work resulting from collaborations with more than one principal investigator on multiple projects to which the applicant has contributed his/her unique skills. The applicant must have made significant, essential and independent contributions to this published work. The applicant must also demonstrate a sustained<sup>1</sup> publication record as corresponding author of refereed articles in journals that are devoted largely to the individual's area(s) of professional expertise.

## 2. Clinician-Investigator

For appointment or promotion to Associate Professor based on performance as a clinician-investigator, the candidate must demonstrate:

- a. Active and effective participation in at least one of the following levels of education: undergraduate, graduate, or postgraduate (which includes other health professionals).
- b. Recognition as an authority in a clinical specialty both inside and outside the immediate medical community, or a demonstrably effective leadership role in a department or hospital.
- c. An established reputation as an original and important investigator or contributor outside the University of Connecticut Health Center and the immediate medical community.  
and either d or e
- d. A record of sustained<sup>1</sup> publication in refereed journals of results from original and independent investigations that are recognized as important. The applicant for appointment or promotion should be a contributor of major ideas and innovations.

- e. A record of sustained<sup>1</sup> publication in refereed journals of important work resulting from collaborations with more than one principal investigator on multiple projects to which the applicant has contributed his/her unique skills. The applicant must have made significant, essential and independent contributions to this published work. The applicant should also be the occasional<sup>1</sup> corresponding author of refereed articles in journals that are devoted largely to the individual's area(s) of professional expertise.

Appointment or promotion to the rank of Professor will require:

- a. Active and effective participation in at least one of the following levels of education: undergraduate, graduate, or postgraduate (which includes other health professionals).
- b. A national reputation within his/her field as evidenced by memberships in study sections, advisory groups, prestigious professional societies, or by awards, prizes, or other notable academic achievements.
- c. Superior accomplishment in a clinical specialty or effective departmental, hospital, or institutional leadership.
- d. An established reputation as an original and important investigator or contributor outside the University of Connecticut Health Center and the immediate medical community.

and either e or f:

- e. A record of sustained<sup>1</sup> publication of original and independent research findings that are important.
- f. A record of sustained<sup>1</sup> publication in refereed journals of important work resulting from collaborations with more than one principal investigator on multiple projects to which the applicant has contributed his/her unique skills. The applicant must have made significant, essential and independent contributions to this published work. The applicant must also be the occasional<sup>1</sup> corresponding author of refereed articles in journals that are devoted largely to the individual's area(s) of professional expertise.

<sup>1</sup>In these contexts, the attributes and relative magnitudes that these words are meant to denote are as follows. "Sustained" suggests repeated publications at regular intervals throughout the current appointment; "periodically" implies repeated publications at a lower frequency than "sustained"; and "occasional" indicates the least frequent publication rate, where publications may occur at irregular intervals.