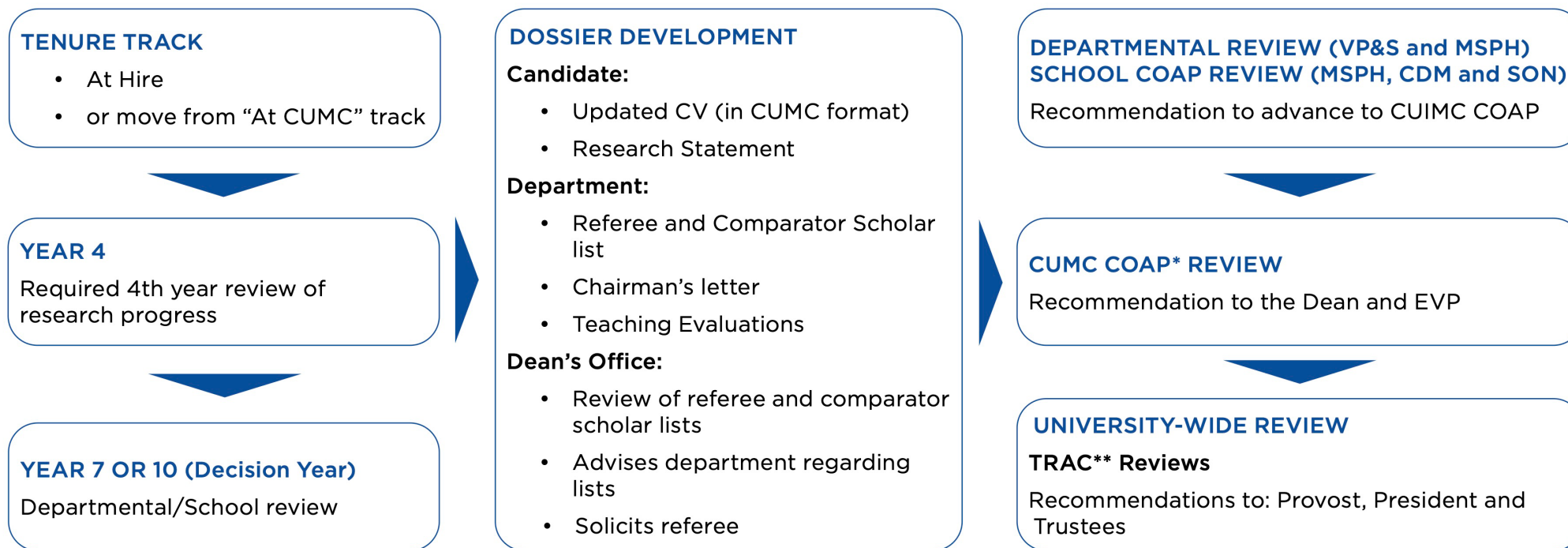


Promotion Process for Tenure/Tenure Track



8 YEAR CLOCK

Basic Scientists, Non-Clinical MD Faculty

Tenure process should start mid-year of the 6th year. Tenure review completed by May 31st of 7th year.

11 YEAR CLOCK

Clinician Scientists Doing at Least 20% Clinical Work

Tenure process should start mid-year of the 9th year. Tenure review completed by May 31st of 10th year.

*CUIMC COAP: Columbia University Irving Medical Center Committee on Appointments & Promotions

**TRAC: Tenure Review Advisory Committee