

**General Guideline of Milestones
Toward Conferment of Initial Reappointment (3 years) and Promotion and
Tenure (usual by 5 years, mandatory by 7 years)
For Early Tenure Track Faculty Members**

During the first 2 years of the appt, the faculty member would be expected to be developing their research program and their teaching interests and may not have achieved the following milestones. They are expected to have been achieved by the third year of the appointment in order for reappointment to be granted.

1 –The faculty member will be publishing at least two papers per year as the lead author, in journals that are appropriate for their area of expertise and have at least a moderate impact factor.

2 –The new faculty member will have obtained a peer-reviewed grant from a provincial or national organization or the National Cancer Institute, or an investigator-initiated grant from industry in clinical or basic science research.

3 –A peer-reviewed provincial/national/international faculty career award is not considered absolutely necessary, but it makes the case much stronger.

4 – At a minimum, the faculty member should have presented research work at a national forum specific to the specialty. Invitations to present research work at national or international fora are important and will strengthen the case.

5 –The faculty member should be doing at least 25 hours of scheduled undergraduate teaching per year and have reasonable evaluations for this teaching.

6 –The faculty member should be involved in the teaching of UBC graduate and/or post graduate trainees (graduate students, residents, fellows, or postdoctoral students).