For both Teaching-Research faculty category and Clinician-Educator faculty category, the minimum accomplishments necessary for granting of tenure to School of Medicine faculty include ongoing (i.e., from the time of appointment at Creighton University to the present) evidence of successful performance of the terms of the faculty member’s job description as stated in the initial contract or subsequently amended by mutual agreement between the faculty member and the university and a record of achievement at Creighton University.

1. **Excellence in teaching**, as reflected mainly by assessment of the faculty’s contribution to learning (medical students, graduate students, residents, fellows, peers or other students of Creighton University), along with assessments by peers. **Teaching performance is a very important consideration in granting tenure.**

2. **Excellence in Scholarship** as demonstrated by independent scholarly activity, evidenced by research projects, publications and presentations, grant review committees, or editorial boards

3. **Excellence in clinical performance** as demonstrated in clinical practice and reputation [for Clinician-Educator and Teaching-Research (Clinical Sciences) Faculty]

4. **Service to Creighton University**, including service on Creighton committees, and service outside of the University that contributes to the enhancement of Creighton University’s public image.

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III.G.6.a.viii. Criteria for granting tenure [and awarding promotion]

A) Tenure is awarded on the basis of:
   i. successful performance of the terms of the faculty member’s job description as stated in the initial contract or subsequently amended by mutual agreement between the faculty member and the university;
   ii. a record of achievement at Creighton University;
   iii. a record of achievement at previous institutions, provided the record of achievement has continued while at Creighton University;
   iv. an expectation that the record of achievement will be maintained or expanded in the future; and
   v. the determination that the granting of tenure fits into the Mission, needs, plans and goals of the Department, the College or School, and the University.