

Appointment and Promotion Criteria for Faculty in the Research Track

The Research Track at in the Department of Biological Sciences (DBS) is a non-tenure track that exists to support the specific programmatic and academic needs of the department and research units within the department. Faculty members with this portfolio at the assistant professor level are expected to have the potential to establish an independent, self-directed research program. Faculty members at the associate professor level (and beyond) in this track will be independent, self-directed researchers engaged primarily in investigative efforts. Typically, faculty members in the Research Track will not have departmentally assigned teaching, administrative or other duties. Research space is made available at the discretion of the Chair as advised by the sponsoring faculty member.

The three academic titles of the research track are: Research Assistant Professor, Research Associate Professor and Research Professor. These titles are to be written in full whenever used on documents, in listings of University personnel, and in correspondence. All appointments are for the term specified, or for the duration of the **external** financial support, whichever is shorter. Research Professors and Research Associate Professors may be appointed for terms of up to five years and may serve without limit of time through successive reappointments. Appointments for Research Assistant Professors will typically be for 1-3 years and they may serve without limit of time through successive reappointments.'

Because appointments to the research faculty are contingent upon **external** funding and may be terminated when the funding ceases, indefinite continuity of appointment at any rank should not be assumed. For that reason, all initial appointments and reappointments shall specify the sources of funding. The dependence of research appointments on grant funding reflects the University's policy to limit guaranteed long-term appointments to faculty who contribute in significant measure to the educational and research missions of the University. Research Faculty appointments are for enhancement of research programs, particularly in those areas where unique expertise is required.

Members of the DBS Research Faculty may not vote on matters related to tenure-track faculty appointments and promotions, or on matters concerning the teaching mission of the department. Members of the Research Faculty may serve on undergraduate or graduate student research committees but may not directly mentor graduate students nor serve on or chair graduate dissertation committees unless that individual is a member of the graduate faculty. Furthermore, members of the Research Faculty may not serve on committees concerned with teaching (i.e., curriculum, student advising, academic standards, etc.). Individuals in the research track enjoy all the rights and privileges of academic freedom and responsibility and have access to the grievance procedures of the University.

Guiding Principles for Research Track Faculty

The philosophy underlying the appointments and promotions process within the DBS is outlined in the following principles. These principles set forth general expectations for the research faculty and frame the criteria that govern appointments and promotions.

Importance of Scholarship

Academic appointments and promotions are granted in recognition of excellence in scholarship. Original investigation and the integration and application of knowledge are different forms of scholarly activity, each of which is essential to fulfilling the mission of an academic research center.

Excellence

Scholarship should be distinguished by excellence. The specific criteria for excellence may vary, but key elements relate to intellectual, published productivity and to contributions to the field or discipline leading to recognition by peers.

Clarity of Intent

The faculty member's portfolio is developed as the faculty member, working with the departmental chair and the faculty sponsor, defines the particular activities through which he or she will contribute to the institution. While the detailed content of the academic portfolio may be shaped to some extent by unexpected developments and opportunities, the direction, goals, and basic character of the portfolio should be framed as a matter of active intent. In the Research Track this will concentrate on scientific productivity and success in obtaining extramural support and publishing in peer-reviewed journals; however, each research track faculty member can pursue any academic activity mutually agreed upon with the department chair and the faculty sponsor.

Growth and Development

Clarity of intent and focus on achieving excellence lead to progressive growth in the professional dimensions of a faculty member's academic life. This progressive maturation is a reflection of the faculty member's commitment to the activities and goals of his or her portfolio.

Evaluation and Quantification

It is the responsibility of each research faculty member, working with her or his departmental chair and sponsoring DBS faculty member, to provide appropriate documentation of progress toward meeting the explicit academic goals of the individual's portfolio. This documentation is strengthened if, as discussed above, it is clear that it represents an ongoing evaluation of progress toward prospectively defined

academic goals. Because goals may change, there should be periodic review of the portfolio by the faculty member and her or his departmental chair and faculty sponsor.

Appointment and Promotion Criteria for the Research Track

The appointments and promotions process for the Research Track is based on explicit recognition of excellence, both qualitatively and quantitatively. Therefore, merely fulfilling the baseline criteria set forth below for the research portfolio will not necessarily be accepted as sufficient for promotion.

Research Assistant Professor

A doctoral degree [Ph.D., M.D., or equivalent] and typically a minimum of two years of postdoctoral training, with a major commitment to independent investigation.

Evidence of capacity for original and independent research at a high level of competence, as demonstrated by recommendations from established senior faculty at other institutions.

Clear capacity for scientific productivity, *as evidenced by* authorship, preferably as first or senior author, and by major contributions to substantive work published in peer-reviewed journals; non-reviewed publications, case reports, and all but invited substantive reviews will not be as heavily weighted as research articles in peer-reviewed journals.

Appointment to the rank of Research Assistant Professor is further contingent upon:

Letters of recommendation from at least three external scientist/scholars who are familiar with the candidate's work.

A sponsoring tenure-track or tenured professor within the DBS who is supporting some or all of the Research Assistant Professor's salary.

A vote of the tenured and tenure-track faculty within the DBS in which a majority must favor appointment for the recommendation to be forwarded to the Dean's office.

Research Associate Professor

Service as an research assistant professor in the DBS, or an equivalent institution, typically for a period of five to seven years, with a consistent record of excellence in research; promotion with less than six years in rank as assistant professor

will be considered only under circumstances of exceptional achievement (e.g., independent external funding, an outstanding publication record, etc.); continued service and performance at the rank of Assistant Professor shall not, in itself, constitute grounds for promotion to Associate Professor

Documentation of the ability to create new knowledge or manners of thought as evidenced by continued publication of substantive, original studies in peer-reviewed journals.

Recognition by scientific peers for independent and original investigation; in most instances this will be evidenced by external funding of competitive peer-reviewed research projects.

Faculty promoted to the rank of Research Associate Professor also may have achieved substantive professional recognition as evidenced by some of the following:

- Membership and active participation in major scientific societies.
- Distinctive recognition of research through formal awards, local and regional invited lectures, and participation in symposia, professional society programs, etc.

Appointment to the rank of Research Associate Professor is further contingent upon:

Letters of recommendation from at least six external scientist/scholars who are familiar with the candidate's work.

Independent external salary support and/or a sponsoring tenure-track or tenured professor within the DBS who is supporting some or all of the Research Associate Professor's salary, with clear evidence of the potential for independent external support (e.g., a history of grant proposals that have been favorably reviewed, even if not funded).

A vote of the tenured and tenure-track faculty within the DBS in which a majority must favor appointment for the recommendation to be forwarded to the Dean's office.

Research Professor

Promotion to the rank of Professor will be granted in recognition of distinctive achievement and is reserved for the most distinguished members of our faculty; continued service and performance at the rank of Associate Professor shall not, in itself, constitute grounds for promotion to Professor.

Service as an Associate Professor in the DBS, or an equivalent institution, typically for at least five years with a consistent record of outstanding performance.

Continued publication of important, innovative and original studies in peer-reviewed journals.

Regional and national recognition by peers as a premier researcher; continuation of productive, independent and original investigation as evidenced by sustained external funding of competitive peer-reviewed research projects.

Faculty promoted to the rank of Research Professor also may have achieved substantive professional recognition as evidenced by some of the following:

- Authorship or editorship of textbooks, monographs, or journals
- Membership on editorial boards, study sections, and/or advisory groups
- Elected leadership and membership in major scientific societies
- Distinctive national recognition as evidenced by invited society memberships, participation in major society committees and programs, formal awards and major invited lectures
- National recognition as evidenced by named lectureships and awards or participation in regional/national symposia.

Appointment to the rank of Research Professor is further contingent upon:

Letters of recommendation from at least six external scientist/scholars familiar with the candidate's work.

A record of and the expectation of continuance of independent, sustained salary support in the form of extramural grant awards and independent scholarship in the form of peer-reviewed publications.

A vote of the tenured and tenure-track faculty within the DBS in which a majority must favor appointment for the recommendation to be forwarded to the Dean's office.