**Criteria for Fixed-Term Research Faculty**

Biodesign Institute

Criteria for promotion of Research Faculty at the Biodesign Institute

Approved by the Biodesign Personnel committee on 06/07/12 (estimated)

Approved by the Vice President for Academic Personnel- Mark Searle 06/07/12 (estimated)

**Biodesign Research Faculty**

**Evaluation Criteria**

**COMPONENT #1:**

**RESULTS Leveling Guide**

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| **Results Criteria** | **Assistant** | **Associate** | **Full** |
| **General Statement of Qualification** | Entry level rank usually from Faculty Research Associate or Postdoctoral Scholar; performance shows evidence of being able to develop a robust program of research | Performing at a **National Stature** level with a demonstrated program of research; such evaluation must occur not later than the sixth year as Assistant Research Professor | Performing at an **International Stature** level with substantial body of original research and significant contributions to a body of work since promotion to the Associate Research Faculty level |
| **Project/Technical Leadership** | Lead role on at least one project (could include Co-PI or PI); provides leadership at a project team level and technical leadership with in-depth specialized knowledge of processes and activities | Lead on one or more research projects with intellectual leadership for an established area of research; a high level influencer, providing team direction and strategic advice | Lead on multiple research projects and on cross disciplinary research; drives new areas and programs of research through idea creation, proposal development, funding and execution |
| **Extramural Funding***Participation in larger collaborative projects is encouraged for achieving this criteria* | Extramural funding support from one or more agencies or sponsors; **100% of salary funded from external resources within 3 to 5 years (new recruits);** | Substantial extramural funding from one or more sources; manages F&A rates; **100%** **of salary** **funded externally within 3 years (new recruits)** | Substantial extramural funding from multiple sponsors; achieves or exceeds F&A rates; **100% of salary funded and substantial team funding for broad research program** |
| **Publications and Presentations** | Record of submitted and accepted papers in reputable, peer reviewed journals with evidence of leadership in the research program. | Significant body of refereed publications presenting original research in primary journals; referenced by others in books and articles and noting the distinction of faculty member’s work; Invited and contributed presentations and active participation in important meetings/conferences | Significant and uninterrupted body of publications in top refereed journals; more lengthy treatment of individual’s work in books and by peers and recognized scholars; authored/co-authored books; invited talks and seminars at major universities, scholarly societies and national/ international events |
| **Patents/Technology Transfer** | Evidence of discoveries through patent disclosures, applications, and issued patents | Evidence of discoveries through multiple patent applications and issued patents; may include royalties / business start-ups | Substantial new discovery as evidenced by patent applications; multiple patents issued, royalties, and business startups |
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| **Service and Professional Contribution** | Membership and recognition in scholarly societies; editorial/review service to scholarly journals | Membership and leadership in scholarly societies; editorial service to scholarly journals; review of grant proposals and manuscripts; service to governmental and community agencies such as NIH, DOE, NSF, etc. | Evidence of national and international recognition which may include invited addresses; professional awards; election to positions in professional societies receipt of special awards for research contributions |

**COMPONENT #2:**

**INTEGRATIVE RESEARCH Guide****lines**

**This section describes the expected roles that Research Faculty will perform as part of their team leadership. Evaluation of these criteria should take into consideration the individual’s rank (Assistant, Associate, Full) and the time spent in that rank.**

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| **Role** |
| *Promotes and Participates in Collaborative Research:***Participates in multiple-team or multiple-lab, collaborative research. Submits collaborative proposals. Works effectively with others; contributes to and accepts consensus; expresses individual views while incorporating other viewpoints to drive toward team's overall objectives.** |
| *Creates Vision and Sets Direction:***Has a clear vision of where the program of research should be going; its direction and strategy. Sets goals and actions that support that vision. Manages through changes.** |
| *Mentors, Motivates and Inspires Others:***Articulates a compelling vision of excellence that inspires others and gains their commitment. Structures roles and responsibilities; provides feedback and manages work to optimize employee productivity and engagement. Mentors people and provides opportunities for personal and professional growth.**  |
| *Communicates Effectively:***Communicates effectively both interpersonally and in writing. Effectively “sells” ideas and messages both internally and externally for allegiance.**  |
| *Builds and Maintains Positive Relationships:***Builds an environment of trust by connecting with people in a genuine and sincere manner. Creates networks of relationships to support personal and organizational effectiveness.**  |
| *Displays the Utmost Character and Integrity:***Tries to do the right thing balancing self-interests with what is in the best interest of coworkers, the Institute and ASU as a whole. Keeps commitments to self and others.** |

 *Updated 6/7/2012*