**College of Liberal Arts and Sciences**

**School of Life Sciences**

**Criteria for Promotion of Research Professors**

Approved by the dean on November 30, 2018

Approved by the faculty assembly of the school on (will present to the faculty for approval once any provost changes are made)

SCHOOLS OF LIFE SCIENCES

PROMOTIONAL EVALUATION CONSIDERATIONS AND CRITERIA FIXED-TERM RESEARCH PROFESSORS

**Research Professor (assistant, associate, or full):** This title option is appropriate for researchers who hold a Ph.D. These are fixed-term faculty members who are qualified to engage in, be responsible for, or oversee a significant area of research. They can also serve as principal, multiple principal, or co-investigators on grants or contracts administered by the university or take on other appropriate responsibilities. Research professors are designated fixed-term to convey that they are in non-tenured and non-tenure track positions whose primary professional activities involve externally funded research and the generation and dissemination of new knowledge. In addition, fixed-term research professors are expected to have collegial and collaborative relationships within SOLS and to contribute to regional or national professional organizations that focus on research. Fixed term faculty who are hired or supported by research grants or contracts are not guaranteed space, facilities, or services beyond those approved for currently active grants or contracts. The School of Life Sciences built upon criteria established by the College of Liberal Arts and Sciences (CLAS) as articulated in the CLAS Bylaws.

## School Criteria for Appointment and Promotion

**Appointment**

The primary criteria for appointment as an Assistant Research Professor include a record of (a) procurement of external funding as needed to support the research project, including clear evidence of leadership, such as serving as a principal investigator, or a multiple principal investigator or a co-investigator on multiple grants; (b) programmatic research relevant to at least some of the sub-disciplines of SOLS; and (c) production of high quality publications in "mainstream" journals. Secondary criteria include engaging in collegial and collaborative relationships within SOLS and evidence of service to regional or national research organizations and journals. It should be noted that whereas evidence bearing on the secondary criteria, such as helping colleagues by reading drafts of their proposals and manuscripts and editorial work for research journals, is seen as positive, it cannot be used to compensate for a deficient record in regard to the primary criteria.

## Promotion from Assistant to Associate Research Professor

Candidates for promotion to Associate Research Professor are expected to have five years in rank at ASU and demonstrated excellence relative to their job description. When candidates seek promotion from the Assistant Research Professor level to the Associate Research Professor level, we look for clear evidence that a candidate has successfully launched his or her own research program. One of the primary indicators of success involves obtaining sufficient funding to carry out an active research program. Ideally, candidates promoted to Associate Research Professor

would be PI (principal investigator), although involvement as a co-Investigator on multiple externally-funded grants is also viewed favorably.

Another primary indicator of success is published work of high quality that constitutes a program of research. Success is also indicated by publishing in top-tier journals (highly cited journals with high rejection rates) and number of citations by other researchers. Invited presentations, symposium contributions, and book chapters are also indicators of visibility in the field.

Evidence of principal-authored publications is important, although the candidate's full publication record during years in rank at ASU will be considered in the evaluation of scholarly productivity, including co-authored publications.

Other indicators of success (although carrying less weight in the promotion decision) involve participating in the extramural scientific community by, for example, accepting *ad hoc* requests to review journal manuscripts, serving on review committees for external funding agencies, and providing assistance to colleagues on projects on which the candidate is not directly involved. Although research faculty are not required to engage in teaching or service, research faculty often make important contributions to the department and university through mentoring of post­ doctoral, doctoral, and undergraduate students in areas such as research methodology and implementation, statistical methods, and manuscript development. If there is ambiguity, we may consider the candidate's teaching, mentoring and service contributions; however, *these contributions will not compensate* for the lack of a clearly established record of research success as evidenced by external grant funding and scholarly publications.

In summary, faculty seeking promotion to Associate Research Professor should establish a clear track record of their capacity for (a) playing a key role in securing external funding, as needed to carry out the research and (b) programmatic scholarship of enduring significance.

**Promotion from Associate Research Professor to Full Research Professor**

Candidates for promotion to (full) Research Professor are expected to have demonstrated excellence relative to their job description. When candidates seek promotion from the Associate Research Professor level to the Research Professor level, they should have demonstrated a capacity to be a principal investigator or multiple principal investigator on projects and grants as needed, a continuous record of scholarly productivity, and further development of research interests over the period in rank.

Fresh scholarly contributions through this period should be evident, showing an upward trajectory in productivity. Activities indicating professional maturity are expected to have become increasingly prevalent in a candidate's record during the period in rank. Such activities include regular extramural funding as principal investigator or multiple principal investigator, although exceptions may be made for researchers with specialized scientific expertise who play

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# critical roles in multiple grants but who may not be a PI on any. In addition, a combination of the following activities are expected: review articles, books, invited chapters, special journal editions, invited symposia, distinguished presentations, special awards, consultation activities, editorial board memberships, serving on external funding review committees, chairing committees of professional organizations, and fostering collegial relationships with less senior research faculty are expected. The quality and visibility of one's accumulated contributions are also important. Such activity should be clearly evident for work completed during the period in rank.

Although teaching and service are not demanded of research faculty, Associate Research Professors may increasingly engage in mentoring activities of post-doctoral, doctoral, and undergraduate students, including participating in Honors, Master's and Ph.D. committees. If there is ambiguity we may consider the candidate's teaching, mentoring and service contributions; however, *these contributions will not compensate* for the lack of evidence that the candidate has established him/herself as a prominent contributor to the research enterprise in some realm of life science.

The Committee of Review (the faculty group with whom the candidate is aligned) will weigh the contributions to procuring external funding as needed and publishing high-quality journal articles. A strong grant record can *partially compensate* for a weaker publication record, although there must be clear evidence that the candidate has continued to disseminate results of his/her research program during the period in rank (e.g., principal-authored publications in press and co-authored publications).

In summary, faculty seeking promotion to Research Professor should demonstrate an upward trajectory in their ability to secure external funding on a regular basis and to publish programmatically on topics that advance life science.