

**TENURE-EARNING AND TENURED FACULTY
BURNETT SCHOOL OF BIOMEDICAL SCIENCES
(BSBS)**

Criteria for Promotion to Professor

The title of Professor represents the highest academic award within the institution and holds special recognition in the College and academic community. Promotion to Professor is not awarded based on longevity, but on superior achievement at the national or international level with the promise of continued scholarly contribution

The following guidelines describe the expectations for teaching, research, and service that are commensurate with promotion to Professor. However, BSBS recognizes that individual faculty members may excel in different areas of excellence or can be faced with unanticipated challenges. While the guidelines below are the collective achievements expected for promotion, these are not inflexible rules and should be applied as appropriate to each candidate.

Teaching and Training:

The faculty member should have established a reputation as an effective teacher in the classroom. This would be evident by student evaluations above the college average or equivalent measures of teaching excellence (e.g., peer evaluations). When possible, additional recognition through teaching awards is recommended. The faculty member should have demonstrated a continued commitment to student and/or post-doctoral fellow training, advising, and success. The faculty member should have a substantial record of successful mentoring of undergraduate and graduate students, and/or post-doctoral fellows. Evidence of this commitment to mentoring can be through the number and quality of the trainees, as well as the number and quality of publications and presentations made by the trainees.

Research:

The faculty member must be a recognized leader in their field of study to qualify for promotion to Professor. A strong record of publications in high-quality journals is required (H index >20 or more than 1000 citations). At this level, it is expected that the faculty member will have published as a corresponding author at least 10 papers since promotion to Associate Professor. The majority of these papers should be published in prestigious journals in the candidate's area of research. If the candidate is not the first or the communicating author on a publication, it is the responsibility of the candidate to briefly explain her/his role in the publication at the time of submission of review materials.

A record of substantial competitive funding from federal, state, or other government agencies, non-profit professional organizations, or industry funding is required. It is expected that the candidate serves as Principal Investigator (PI) or co-PI on at least one extramurally funded grant at the time of application for Professor. Use of the candidate's research funding to support graduate students as GRA and/or provide post-doctoral training is expected.

The faculty member should also document their professional recognition in their field by the following criteria: invitations to speak at national and international scientific conferences, invitations to write review articles in high-impact journals and book chapters, invited seminars at other institutions, or receipt of national and international awards.

Service:

Institutional service is evidenced by active participation or leading senior-level committees at the unit, college, and university levels. Service activities at any level that enhance and promote the academic and research mission of the institution will be valued. Special consideration will be given when the candidate is involved in extensive and sustained service that results in impactful leadership efforts.

External professional service is expected and a major consideration for research-active faculty. A record of participation in National Institutes of Health (NIH) study sections and/or other comparable review panels for major funding agencies is expected. Other external services, such as editorial board membership, manuscript review, and/or organizing symposia, workshops or conferences, will be considered.

Other Considerations:

The candidate may describe any adverse conditions that have affected their research or overall job performance since promotion to Associate Professor, which will be verified and addressed by the School's Director in a letter as part of the candidate's Cumulative Progress Evaluation by the School Committee.

General criteria for the granting of tenure, and promotion from Assistant to Associate Professor:

Criteria below used to evaluate the progress of a candidate towards tenure and promotion are primarily focused on the establishment of an independent, successful, and viable research program at UCF. In addition, it is expected that the candidate is a successful instructional teacher and mentor for both graduate and undergraduate students. Participation in various service activities within the School, college and university, as well as the scientific community, is also expected.

Teaching:

The faculty member should have established a reputation as an effective teacher in the classroom with a demonstrated commitment to teaching, advising and student welfare. This would be evident by strong student evaluations which clearly indicate the quality of the teaching. When possible, additional recognition through teaching awards is recommended. Whether a single instructor teaches a course, or a course is team-taught should not matter as long as the total effort of the candidate on an annual basis is equivalent to that of an average teaching load for the unit. How the candidate's teaching load compares to the average teaching load is discussed with the candidate during Annual Evaluations and Cumulative Progress Evaluations.

The faculty member should have demonstrated a commitment to student and/or post-doctoral fellow training, advising, and success. The faculty member should have a substantial record of successful mentoring of undergraduate and graduate students, and/or post-doctoral fellows evidenced by joint publications with the trainees. Evidence of this commitment to mentoring can be through the number and quality of the trainees, as well as the number and quality of publications and presentations made by the trainees.

Research:

Foremost, candidates must demonstrate that they have established an independent research program, which is very likely to be sustained into the future. Below are the minimum criteria for tenure and promotion for all tenure-track faculty:

- 1) Publications must be based on work performed at UCF, or when applicable work performed elsewhere if given years of credit that count towards the tenure clock.
- 2) Substantial number of high-quality primary peer-reviewed publications that meet the following criteria:
 - It is expected that most of these publications are in journals within the top 20% of their respective field (JCR Thompson Reuters), although this may depend on the relative impact factor of journals in the faculty member's field.
 - A successful publication record as senior/corresponding author should be defined by a metric that includes the number of publications multiplied by the ISI impact factor of the journals, which should exceed 20.
- 3) A peer-reviewed grant equivalent to an NIH R01, or multiple smaller federal grants (see below) should be funded during the tenure clock at UCF from work done at UCF as PI, or an equal PI in a multiple PI (MPI) award. At least one of these grants should be active at the time of promotion and tenure.

Examples of R01-equivalents include: R33, U01 or similar NIH awards, NSF Career award or substantial multi-year (3+ year) federal grant.

Examples of the type of smaller federal grants that would be considered: NIH R21, R15, investigator-initiated NSF grants (2 year).

- 4) Co-investigator status in an award is weighted based on the contribution of the faculty member and their laboratory. Obtaining other extramural grants/awards can be important to buoy a candidate's research program; however, this type of funding by itself cannot substitute for the requirements listed in #3, above.
- 5) Internal funding can be very useful to initiate and support new collaborations and projects but cannot be used as evidence of extramural grant support.

Service:

Institutional service is evidenced by active participation on committees at the unit, college, and/or university level. Other activities that contribute service to the institution may also be considered. Professional service is expected and a major consideration for research-active faculty. Examples of such activities include review of manuscripts for journals, grant reviews for federal agencies or foundations, and/or organizations of workshops or conferences.

Early tenure/promotion: Faculty who have clearly exceeded **all** criteria for tenure and promotion may, *with their Director's concurrence*, seek to apply for tenure and promotion to Associate Professor earlier than the approved timeline for tenure review.

Approved by BSBS faculty on 10-27-2021