UMMS Criteria for Promotion: Distinction in Investigation

This area of distinction is appropriate for candidates who devote a high proportion of their effort to research. A candidate in this area is expected to have expertise in investigation that provides a unifying theme for their academic activities and achievements, and advances knowledge in the biomedical and health sciences, including development or novel application of methods or technologies. This area of distinction may also be used to recognize the contributions of individuals who bring a unique or critical expertise to the research team. It includes individuals participating in large collaborative and multicenter research programs, as well as those conducting research individually or in small groups.

Associate Professor

A candidate for promotion to, or appointment as, Associate Professor should have a strong record of research activities that demonstrate excellence in investigation and advance biomedical or health sciences, and should have a successful funding record independently or as part of a team. The candidate must have a record of scholarship, which should include publication of original research that has advanced the field, including publications from collaborative research to which the candidate contributed critical ideas or innovations. The candidate, should have an academic reputation within and beyond UMMS and its academic affiliates, and must demonstrate effectiveness in their educational activities.

Activities

The candidate should have a strong record of research activities that demonstrate excellence in investigation and advance biomedical or health sciences, and should have a successful funding record independently or as part of a team. Examples of activities include:

- Original research in areas of biomedical or health science, such as basic, translational and clinical research, including epidemiology, outcomes and health services research, and biostatistics, as well as research in social sciences, ethics, bioinformatics, public health, health policy and health economics
- Development of innovative methods, technologies or therapies and novel applications of existing methods and technologies
- Principal investigator on external and internal funding but may be a major contributor to funded team projects
- A defined role in a multi-disciplinary team or center
- A defined role in design of studies, conduct of study and/or analysis of data for team or multi-center studies
- Leadership of or major responsibility for research projects
- Leadership of or major responsibility for a research core service

Scholarship

The candidate must have a record of scholarship, which should include publication of original research that has advanced the field, including publications from collaborative research to which the candidate contributed critical ideas or innovations. Examples of scholarship include:

- Peer-reviewed publications
- Books, book chapters and reviews
- Peer-reviewed meeting abstracts and presentations
- Patents, new therapies and technologies

Academic Reputation and Service

The candidate should have an academic reputation within and beyond UMMS and its academic affiliates. Examples of activities that demonstrate the candidate’s academic reputation include:

- Invitations to speak on areas of expertise
- Leadership positions, committee membership and other service activities in the institution, including responsibility for a scientific or educational program
- Funding to support research as the principal investigator or major contributor
- Honors and awards for research
- Service on committees related to research, such as grant review panels or data and safety monitoring boards
- Leadership positions, committee membership and other service activities in professional organizations, including responsibility for organizing professional society meetings
- Peer reviewer for journals
- Consulting in areas of expertise
- Spokesperson for the school or university on areas of expertise, which enhances the reputation of the department and/or institution
- Service to the department, school and university

Educational Activities

The candidate must demonstrate effectiveness in their educational activities. Examples of educational activities include:

- Formal advising and mentoring of graduate students, postdocs, residents or fellows in research, including service on thesis committees and membership in graduate programs
- Lectures, seminars, and small groups in the medical, graduate or nursing schools and/or in educational programs for postdocs, clinical residents and fellows, including interprofessional education
• Mentoring of faculty in UMMS and departmental mentoring programs and external mentoring relationships

**Professor**

A candidate for promotion to, or appointment as, Professor is a leading investigator in the field with a consistent strong record of research activities that demonstrate excellence in investigation and advance biomedical or health sciences. The candidate must have a consistent record of publication of original research that has a major impact on the field, including publications from collaborative research to which the candidate contributed critical ideas or innovations. The candidate should have a consistent record of funding independently or as part of a team, should have a national, and in some cases international, academic reputation, and must demonstrate effectiveness in their educational activities.

**Activities**

The candidate should have a consistent strong record of research activities that demonstrate excellence in investigation and advance biomedical or health sciences. Examples of activities include:

- Original research in areas of biomedical or health science investigation, such as basic, translational and clinical research, including epidemiology, outcomes and health services research, and biostatistics, as well as research in social sciences, ethics, bioinformatics, public health, health policy and health economics
- Development of innovative methods, technologies or therapies and novel applications of existing methods and technologies
- Principal investigator on external and internal funding but may be a major contributor to funded team projects
- A defined role in a multi-disciplinary team or center
- A defined role in design of studies, conduct of study and/or analysis of data for team or multi-center studies
- Leadership of or major responsibility for research projects
- Leadership of or major responsibility for a research core service

**Scholarship**

The candidate must have a consistent record of publication of original research that has a major impact on the field, including publications from collaborative research to which the candidate contributed critical ideas or innovations. Examples of scholarship include:

- Peer-reviewed publications
- Books, book chapters and reviews
- Peer-reviewed meeting abstracts and presentations
- Patents, new therapies and technologies

**Academic Reputation and Service**

The candidate should have a national, and in some cases international, academic reputation.

Examples of activities that demonstrate the candidate’s academic reputation include:

- Invitations to speak on areas of expertise
- Leadership positions, committee membership and other service activities in the institution, including responsibility for a scientific or educational program
- Funding to support research as the principal investigator or major contributor
- Honors and awards for research
- Service on committees related to research, such as grant review panels or data and safety monitoring boards
- Leadership positions, committee membership and other service activities in professional organizations, including responsibility for organizing professional society meetings
- Editor or service on editorial boards for journals
- Consulting in areas of expertise
- Spokesperson for the school or university on areas of expertise, which enhances the reputation of the department and/or institution
- Service to the department, school and university

**Educational Activities**

The candidate must demonstrate effectiveness in their educational activities. Examples of educational activities include:

- Formal advising and mentoring of graduate students, postdocs, residents or fellows in research, including service on thesis committees and membership in graduate programs
- Lectures, seminars, and small groups in the medical, graduate or nursing schools and/or in educational programs for postdocs, clinical residents and fellows, including interprofessional education
- Mentoring of faculty in UMMS and departmental mentoring programs and external mentoring relationships