

**TENURED FACULTY
BURNETT SCHOOL OF BIOMEDICAL SCIENCES**

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 on the basis of longevity, but rather on the basis of superior achievement at the national or international level with the promise of continued scholarly contribution. The usual minimum time in rank as Associate Professor is five years. There is no limit to the maximum years for consideration. Early consideration for promotion to Professor is appropriate when all of the criteria are clearly fulfilled in fewer than five years. Years served in the equivalent rank at one or more institutions prior to beginning employment at UCF may be counted when calculating the number of years in rank.

Teaching:

The faculty member should have established a reputation as an effective teacher in the classroom and a demonstrated commitment to student and/or post-doctoral training, advising, and success. Student evaluations should clearly indicate the quality of the teaching. The faculty member should have a substantial record of successful mentoring of undergraduate and graduate students, and/or post-doctoral fellows.

Research:

The faculty member must be a recognized leader in his or her field of study to qualify for promotion to professor. A strong record of publication in high quality journals is required. At this level it is expected that the faculty member will have published as corresponding author at least 10 papers since promotion to Associate Professor. The majority of these papers should be in journals in the top 20% of their respective field (JCR Thompson Reuters) although this may depend on the relative impact factor of journals in your field. As benchmarks to validate the overall impact of the faculty member's total published work, it is expected that the faculty member will have at least 1000 citations and a minimum H Index of 20. Granted patents can also be included as a measure of research productivity.

A record of sustained and substantial federal extramural support from competitive sources is a requirement. It is expected that the faculty member serves as PI or Co-PI on at least one current federal grant that has at least two years remaining (not including no cost extension) at the time of the application for promotion.

The faculty member should be able to document professional recognition in his/her 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. Extensive and sustained service is expected. Service activities at any level that enhance and promote the academic and research missions of the institution will be valued.

External professional service is expected and a major consideration for research active faculty. A record of participation in NIH study sections and/or other comparable review panels for major funding agencies is expected. Other external service can include editorial board membership, manuscript review, and/or organizing symposia, workshop or conferences.