

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

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.

Approved by BSBS faculty on 10-27-2021

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