

# **Appointment and Promotion Criteria for Faculty in the Research Track**

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The Research Track at Dartmouth Medical School exists to support the specific programmatic and academic needs of departments and research units within the departments. Faculty members with this portfolio at the assistant professor level are expected to have the potential to establish an independent, self-directed research program. Faculty members at the associate professor level (and beyond) in this track will be independent, self-directed researchers engaged exclusively in investigative efforts. Typically, faculty members in the Research Track will not have any teaching, administrative or clinical duties.

The three academic titles of the research track are: Research Assistant Professor, Research Associate Professor and Research Professor.

The department chair will initiate the process by sending to the Dean's Office a request for appointment or promotion for the research faculty member. Requests for an initial appointment beyond the assistant professor rank, or for promotion from one rank to the next, in the research track will be reviewed by the Committee on Appointments, Promotions and Titles (APT). The qualifications for appointment or promotion of a research faculty member will be assessed according to the guidelines and criteria set forth below.

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## **Guiding Principles for Research Track Faculty Appointments and Promotions at Dartmouth Medical School**

### **General Principles for faculty members in the Research Track:**

The philosophy underlying the appointments and promotions process at Dartmouth Medical School is outlined in the following principles. These principles set forth general expectations for each member of the research faculty and frame the criteria that govern appointments and promotions.

### **Importance of Scholarship**

Academic appointments and promotions are granted in recognition of excellence in scholarship. Original investigation and the integration and application of knowledge are different forms of scholarly activity, each of which is essential to fulfilling the mission of an academic medical center.

**Excellence**

Scholarship should be distinguished by excellence. The specific criteria for excellence may vary, but key elements relate to intellectual, published productivity and to contributions to the field or discipline leading to recognition by peers.

**Clarity of Intent**

The faculty member's portfolio is developed as the faculty member, working with the departmental chair, defines the particular activities through which he or she will contribute to the institution. While the detailed content of the academic portfolio may be shaped to some extent by unexpected developments and opportunities, the direction, goals, and basic character of the portfolio should be framed as a matter of active intent. In the Research Track this will concentrate on scientific productivity and success in obtaining extramural support and publishing in peer-reviewed journals; however, each research track faculty member can pursue any academic activity mutually agreed upon with the department chair.

**Growth and Development**

Clarity of intent and focus on achieving excellence lead to progressive growth in the professional dimensions of a faculty member's academic life. This progressive maturation is a reflection of the faculty member's commitment to the activities and goals of his or her portfolio.

**Evaluation and Quantification**

It is the responsibility of each research faculty member, working with her or his departmental chair, to provide appropriate documentation of progress toward meeting the explicit academic goals of the individual's portfolio. This documentation is strengthened if, as discussed above, it is clear that it represents an ongoing evaluation of progress toward prospectively defined academic goals. Because goals may change, there should be periodic review of the portfolio by the faculty member and her or his departmental chair.

**Notes**

The appointments and promotions process is based on an explicit recognition of excellence, both qualitatively and quantitatively. Therefore, merely fulfilling the baseline criteria set forth in the research portfolio cannot be accepted as sufficient for promotion.

Early promotion to senior rank will be rare and, when granted, will signify unusual potential and particularly noteworthy accomplishment beyond the fulfillment of threshold requirements.

Promotion to the rank of Professor will be granted in recognition of distinctive achievements and will be reserved for our most distinguished research faculty.

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# The Researcher

## The Ideal Model of a Researcher

The responsibility and motivation of the researcher is the production of new knowledge. Productive scholarship at all levels, from the molecular to the sociological, is an essential characteristic of an academic medical center. It generates an atmosphere of inquiry that casts the institution as a graduate school rather than a training center.

The biomedical research of today, whether basic or applied, informs the clinical practice of tomorrow. The researcher nurtures an atmosphere of inquiry that produces both future investigators and clinicians.

## Criteria Relating to Excellence in Research

- 1) Recognition by peers as an independent, original, and substantive researcher
  - Publication of original research in rigorously refereed major journals
  - A strong record of national grant support awarded through peer-review
  - National or international prizes or awards
  - Invitation to hold endowed lectureships
  - Invited lectures, particularly at major scientific meetings
  - Documented testimonials of research excellence
- 2) Contributions to the field
  - Evidence of seminal work
  - Participation on editorial boards, associate editorships, editorships of journals
  - Participation on national study sections and scientific advisory boards
  - Leadership roles in national or international scientific societies
  - Leadership roles in major national or international meetings
  - Consultancy participation, or institutional or program reviews
- 3) Contributions to the institution
  - A strong record of departmental/institutional participation in scientific training
  - Leadership or active participation in development of research programs
  - Leadership or active participation in program project, training grant, or postdoctoral training.

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## Appointment and Promotion Criteria for the Research Track

### Research Assistant Professor

A doctoral degree [Ph.D., M.D., or equivalent] and typically two years of postdoctoral training, with a major commitment to independent investigation

Evidence of capacity for original and independent research at a very high level of competence, as demonstrated by recommendations from established senior faculty at other institutions

Clear capacity for scientific productivity, *as evidenced by* authorship, preferably as first author, and by major contributions to substantive work published in peer-reviewed journals; within the context of this portfolio, non-reviewed publications, case reports, and all but invited substantive reviews will not be heavily weighted

### **Research Associate Professor**

Service as an research assistant professor at DMS, or an equivalent institution, typically for a period of five to seven years, with a consistent record of excellence in research; promotion with less than six years in rank as assistant professor will be considered only under circumstances of exceptional achievement; continued service and performance at the rank of Assistant Professor shall not, in itself, constitute grounds for promotion to Associate Professor

Documentation of the ability to create new knowledge or manners of thought as evidenced by continued publication of substantive, original studies in peer-reviewed journals

Recognition by scientific peers for independent and original investigation; in most instances this will be evidenced by external funding of competitive peer-reviewed research projects

Faculty promoted to the rank of research associate professor also may have achieved substantive professional recognition as evidenced by some of the following:

- Elected membership in major scientific societies.
- Distinctive recognition through formal awards, local and regional invited lectures, and participation in symposia, professional society programs, etc.
- Evidence of a leadership role in local or regional medical affairs by active and ongoing participation in committee, program, and/or governing boards.

### **Research Professor**

Promotion to the rank of Professor will be granted in recognition of distinctive achievement and is reserved for the most distinguished members of our faculty; continued service and performance at the rank of Associate Professor shall not, in itself, constitute grounds for promotion to Professor.

Service as an Associate Professor at DMS, or an equivalent institution, typically for at least five years with a consistent record of outstanding performance

Continued publication of important, innovative and original studies in peer-reviewed journals.

Regional and national recognition by peers as a premier researcher; continuation of productive, independent and original investigation as evidenced by sustained external funding of competitive peer-reviewed research projects.

Faculty promoted to the rank of Research Professor also may have achieved substantive professional recognition as evidenced by some of the following:

- Authorship or editorship of textbooks, monographs, or journals
- Membership on editorial boards, study sections, and/or advisory groups
- Elected leadership and membership in major scientific societies
- Distinctive national recognition as evidenced by invited society memberships, participation in major society committees and programs, formal awards and major invited lectures
- National recognition as evidenced by named lectureships and awards or participation in regional/national symposia, courses, and teaching programs