

Bioengineering Departmental Criteria for Appointments and Promotions

Individuals considered for faculty appointment or promotion within the Department of Bioengineering are evaluated with regard to their history of and potential for contributions to teaching, research and service. Teaching includes classroom instruction, research mentoring, continuing education, and similar efforts, which advance the understanding of bioengineering by others. Research includes the development of new knowledge and new technologies. Service involves departmental and professional activities to benefit Bioengineering, the University, government agencies, professional societies, or the public through such efforts as administration, scientific review, academic governance, and professional leadership.

Each faculty member is expected to exhibit a record that includes teaching, research, and service. The relative emphasis on these areas will, however, vary for each individual depending on type of appointment, stage of career, and professional circumstances. An appropriate overall balance is expected together with a demonstrated ability to contribute in a collegial fashion to the academic mission of the Department of Bioengineering. In accord with the University's expressed commitment to excellence and equity, contributions in scholarship, research, teaching, and service that address diversity and equal opportunity shall be included and considered among the professional and scholarly qualifications for appointment and promotions as outlined below.

Appointment as Assistant Professor or Research Assistant Professor

Appointment as an assistant professor shall require demonstrated potential for scholarship. Evidence for such potential will include outstanding performance in doctoral studies and, in many cases, additional experience in post-doctoral research or industrial research and development.

Appointment as Associate Professor, Professor, Research Associate Professor or Research Professor

New appointments at the rank of Associate Professor or Professor in either regular or research track shall require the same qualifications as expected for promotion to those ranks.

Promotion to Associate Professor or Professor

The essential requirement for promotion is evidence of excellence in scholarship. Scholarship is usually indicated by contributions of high impact and influence—publications, inventions, discoveries, new methodologies, and well-trained students. The degree to which a faculty member has advanced their field can best be judged by impartial observers who are leaders of the candidate's field. Excellence implies a sustained commitment to high quality scholarship. Therefore, one criterion to be applied when evaluating a candidate for promotion is the assessment that they will continue to be a productive scholar even without the inducement of a promotion. This is especially important in the case of tenure, but it is to be applied to all promotion cases.

Promotion to the rank of **Associate Professor** shall be based on important scholarly contributions. An Assistant Professor eligible for promotion will have established an independent research program, demonstrated an ability to provide classroom and laboratory training for students, achieved national recognition of their contributions to the field, and demonstrated high standards of professional integrity and conduct.

Promotion to the rank of **Professor** shall be based on scholarly contributions that have significantly advanced the field, and continued demonstration of high standards of professional integrity and conduct. Whether such advancements are in research, teaching, academic leadership, or other areas, the essential evidence will be

solicited from recognized national and international leaders as to the quality and impact of the candidate's contributions

Promotion to Research Associate Professor

Promotion to the rank of Research Associate Professor shall be based on the following criteria.

1. Evidence of independent research achievement and national reputation. There should be a clear record of substantial success and impact in scholarly and/or translational research as demonstrated by the development of new knowledge and its publication in refereed journals, and/or by inventorship and patent activity, commercialization activity (licensing, etc.), participation in company startup, etc. Although research faculty members may work within a larger research program of a senior faculty member, it is expected that they will have been provided opportunities to undertake independent projects relevant to that research program, and will have successfully taken advantage of such opportunities. It is anticipated that such independent projects will lead to some significant publications on which the research professorial faculty member is the senior, shared senior, or sole faculty author (denoted as corresponding or co-corresponding author). Other scholarly contributions such as texts, chapters and reviews and any teaching, administrative or other service scholarly work and impact may also contribute to qualification.
2. Development of independent research funding where appropriate. Such independent funding might take the form of service as PI or co-PI on an R01- or R21-type grant from NIH, similar grants from other extramural sources, PI on a section of a NIH Program Project grant, or PI on a faculty development grant such as a Research Career Development Award from NIH, or similar grants from other agencies. Other hallmarks may also include Investigator-type positions on the types of grants noted above. The promoted faculty member will have clear evidence of direct contribution to the writing of grants that lead to at least partial support of their position.
3. Active participation in departmental meetings and seminars and in research-related administrative service.
4. Participation in the teaching program of the Department of Bioengineering in some form is encouraged but not required for faculty in the research professorial track. Such participation might ideally include lectures in one of the formal courses that involve the Department of Bioengineering, participation in seminar courses, and research mentoring of graduate and/or undergraduate students.
5. Demonstrated high standards of professional integrity and conduct.

Promotion to Research Professor

Promotion to the rank of Research Professor shall be based on the following criteria.

1. Independent research achievement and international scholarly reputation. Promotion requires outstanding and currently active mature scholarly and/or translational research, sufficient to command a international reputation for research and related scholarly contributions, and/or translational impact. International recognition may be documented by peer evaluation, by such things as participation on editorial boards, study sections, invitations to speak at meetings, symposia or other institutions, and/or by special honors, awards or other recognitions. It is anticipated that candidates for Research Professor will have a record of multiple significant publications as senior corresponding author.
2. Evidence of independent research funding. Such independent funding should take the form of service as PI on an R01- or R21-type grant from NIH, similar grants from other extramural sources, or PI on a section of a NIH Program Project grant, or similar grants from other agencies.
3. Active participation in departmental meetings and seminars and in research-related administrative service.

4. Participation in the teaching program of the Department of Bioengineering in some form is encouraged but not required for faculty in the research professorial track. Such participation might ideally include lectures in one of the formal courses that involve the Department of Bioengineering, participation in seminar courses, and service in graduate or undergraduate research mentoring.
5. Demonstrated high standards of professional integrity and conduct.

Appointment as Lecturer

Appointment to the various ranks of Lecturer is conferred on individuals as follows:

Lecturer: individuals who will perform predominantly in the educational mission of the department through instructional and service roles.

Senior Lecturer: individuals who will perform predominantly instructional and service roles in the department, who have had extensive training, competence, experience and leadership in Bioengineering education

Promotion to Senior Lecturer

Promotion to the rank of Senior Lecturer will be based on the following criteria:

1. Demonstrated ability for substantial and outstanding participation in classroom teaching, as evidenced in part by student and peer teaching evaluations
2. Substantial service/contributions in a leadership role in program(s) central to the educational mission of the department. e.g. chair of academic service committees, undergraduate program coordinator, director of professional masters program
3. Demonstrated high standards of professional integrity and conduct.

Promotion to Principal Lecturer

Promotion to the rank of Principal Lecturer includes all the criteria for Senior Lecture, with the addition of the following:

1. Achievement of national recognition of their contribution(s) to the field e.g. national awards, distinctions, invited presentations, service in leadership positions for societies, ABET reviewer, etc...
2. Demonstrated high standards of professional integrity and conduct.