

HERBERT WERTHEIM SCHOOL OF PUBLIC HEALTH AND HUMAN LONGEVITY SCIENCE ADVANCEMENT GUIDELINES - FTE (LADDER) RANK, IN RESIDENCE, and ADJUNCT SERIES

RANK & STEP	RESEARCH PUBLICATIONS CREATIVE & SCHOLARLY ACTIVITIES	TEACHING	UNIVERSITY & PUBLIC SERVICE
<p>ASSISTANT PROFESSOR STEPS I-II (Initial Appointment or Merit Advancement)</p>	<ul style="list-style-type: none"> • Some publications/accepted or in press ideally presenting original research, and ideally including some peer-reviewed 1st authored • Independence not required • Grant support desired but not required • Supporting letters positive for initial appointment 	<ul style="list-style-type: none"> • A defined teaching role which may include courses, lectures, and/or research mentoring (e.g. supervision of a dissertation, thesis, capstone or practicum) 	<ul style="list-style-type: none"> • Not required at time of appointment • For merit advancement at least some beginning service within the School and/or University • Demonstrating good citizenship through active participation in School and University activities
<p>ASSISTANT PROFESSOR Steps III-IV (Initial Appointment, Merit Advancement or 4TH YEAR APPRAISAL)</p>	<ul style="list-style-type: none"> • Evolving research focus • Active research grant support as PI or Co-Investigator • Evidence of impact on the field. Impact is defined broadly such as publications in peer-reviewed journals, inclusion of research findings in policy-making deliberations, translation of research into practice/clinical settings, implementation of research findings, or research within specific communities or involvement of communities in research. Candidates should demonstrate leadership in their publications, for example by being first or last author.* • Clear evidence of the development of an independent research theme/program 	<ul style="list-style-type: none"> • Evidence of teaching through qualified activities as described above including active participation in teaching a formal/classroom course(s) • Positive recent evaluations 	<ul style="list-style-type: none"> • Evidence of appropriate service at the Department and/or University levels • Evidence of emerging national reputation • Professional and/or community service is desirable

<p>ASSOCIATE PROFESSOR STEP I (Appointment, Merit Advancement, Promotion)**</p>	<ul style="list-style-type: none"> • Established research focus • Active research grant support as PI or Co-Investigator • Evidence of continued research/publication productivity as described above. • Independence; in the circumstance that the candidate engages in collaborative research, a clearly independent role must be identified • Outside referee letters attest to independence and impact to the field (promotion) 	<ul style="list-style-type: none"> • Evidence of teaching through qualified activities as described above including responsibility for teaching a formal/classroom course(s) • Strong recent teaching evaluations • Some training of students/fellows in research is desired 	<ul style="list-style-type: none"> • Evidence of significant School/University service outside the faculty member's specific area of interest and job responsibilities • Professional and/or community service • Emerging national reputation (e.g. societal/journal/grant/review/service as evidence of national reputation)
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PROFESSOR STEPS IV (Appointment, Merit Advancement, Promotion)**	<ul style="list-style-type: none"> As for Associate Professor -plus- Leadership role in research Outside referee letters attest to influence and impact to the field (promotion) 	<ul style="list-style-type: none"> Substantial teaching role as defined above Strong recent teaching evaluations Present training of students/ fellows in research 	<ul style="list-style-type: none"> As for Associate Professor, with documented evidence of achievement and leadership in the field and its characteristic activities National reputation with emerging International reputation desired
PROFESSOR STEP VI	<ul style="list-style-type: none"> As for Professor, with clear evidence of excellence and momentum External referee letters are not required, but may be solicited at the department's discretion when they are needed to demonstrate evidence of nationally or internationally recognized and highly distinguished scholarship, highly meritorious service, or excellent teaching 	<ul style="list-style-type: none"> Substantial teaching role, with clear evidence of excellence and continuing achievement Strong recent teaching evaluations Present training of students/ fellows in research 	<ul style="list-style-type: none"> As above, serving with distinction (meritorious service), with evidence of continuing achievement
PROFESSOR ABOVE SCALE	<ul style="list-style-type: none"> As above, with evidence of international recognition and acclaim; performance in research is excellent; demonstration of additional merit and distinction beyond the performance on which advancement to Step VI is based 	<ul style="list-style-type: none"> Substantial teaching role, with clear evidence of excellence and continuing achievement Strong recent teaching evaluations Present training of students/ fellows in research 	<ul style="list-style-type: none"> As above, with evidence of international recognition and acclaim; demonstration of additional merit and distinction beyond the performance on which advancement to Step VI is based
ACCELERATION (should be based on exceptional functioning in at least one area ⁺ usually including research; there must not be weakness in any areas)	<ul style="list-style-type: none"> Exceptional research productivity, documented by quality and/or quantity of research publications, research grants, and/or scientific awards, and/or the impact of the work on public health Above Scale acceleration must be based on compelling reasons and include documentation of extraordinary achievement in research and discussion of its impact on the discipline 	<ul style="list-style-type: none"> Evidence of exceptional contributions as educator Excellent teaching evaluations 	<p>Examples of acceleration criteria in the service area could include earlier than usual appointment to a prestigious society or NIH Study Section, a governance role in a national society and/or editorial board, unique contributions to either national or local organizations, or exceptional performance in major School leadership roles and University Service</p>

Faculty holding a Non-Salaried Joint appointment in the HWSPPH: The School expects a meaningful contribution to the teaching and/or service missions. A documented and structured teaching/service plan should include 40 hours of combined teaching and service contributions yearly to the School to maintain a non-salaried joint appointment.

* This general guideline for impact and first or last author publications carries forward throughout the professional ranks.

** For merit advancements at Associate or Full Professor levels, continued impactful research productivity, as well as sustained effective teaching and service as outlined above, are expected.

⁺If only one area, performance in that area must be unusually strong and compelling.