

**Department of Molecular Biology  
School of Biological Sciences  
Merit Standards**

**Molecular Biology Normal Merit Standards: Appraisal  
2019-20**

We have included a copy of our Divisional normal merit standards with this letter. In addition to those broad standards, Molecular Biology has established expectations for faculty at the fourth year appraisal review. We expect at least 1 primary peer reviewed research article as corresponding, co-corresponding author or coauthor independent of their training mentors, a record of independent funding and evidence of pursuing efforts for sustained federal funding, a strong teaching effort, and service appropriate to the Assistant Professorial rank. Such service is typically serving on a committee within the Division, active participation in the Section's functions such as faculty searches, science chalk talks, and involvement with the Biology Graduate program. Teaching includes making a commitment to establishing an effective teaching style and utilizing campus resources (e.g. Teaching and Learning Commons) as needed, as well as developing a record of mentorship particularly in building an active laboratory to both support their research program and educate the next generation of scientists.

**MB Normal Merit Standards: Tenure**

We have included a copy of our Divisional normal merit standards with this letter. In addition to those broad standards, MB has established expectations for faculty being evaluated for tenure. We expect at least 2 primary peer reviewed research articles as corresponding or senior author, 1 grant from a federal agency, a strong teaching effort, and service appropriate to the Assistant Professorial rank. Such service is typically serving on a committee within the Division, active participation in the Section's functions such as faculty searches, science chalk talks, and involvement with the Biology Graduate program. Teaching includes a clear commitment to and record of an effective teaching style, as well as a record of mentorship particularly in establishing an active laboratory to both support their research program and educate the next generation of scientists.

### **MB Normal Merit Standards: Promotion to Full Professor**

We have included a copy of our Divisional normal merit standards with this letter. In addition to those broad standards, the Section of Molecular Biology has established expectations for faculty eligible for consideration for promotion to Full Professor. We expect a strong record of innovative research, generally measured by primary peer-reviewed research articles, i.e., senior corresponding or co-corresponding authorship on an average of one to two papers per year that make important contributions to both special subject areas and broad fields in molecular biology, a strong record of external funding support, e.g. being a primary PI on at least one active grant from NIH or equivalent agencies in the review period, a record of excellence in teaching, student education and strong mentorship to trainees, a growing record of service to the Section and to the Division, as well as meaningful contributions to the campus and the profession. Their research program should reflect broad recognition and impact, nationally or internationally, as reflected through a variety of metrics such as invited research talks and participation in conferences, service as an advisory board member or consultant on reviews of research grants or institutions, etc. Campus service includes consistent and active participation in faculty governance, such as impactful committees in the Division, efforts to increase diversity at the Division or Campus level, and sustained engagement in the Section's functions such as faculty searches and training students within the Biological Sciences Graduate program. Faculty at this level should have a record of teaching excellence reflecting a commitment to undergraduate and graduate education, along with a growing record of mentorship that demonstrates that graduate and postdoctoral mentees have gone onto successful careers.

### **MB Normal Merit Standards: Step VI**

We have included a copy of our Divisional normal merit standards with this letter. In addition to those broad standards, the Section of Molecular Biology has established expectations for faculty eligible for consideration for advancement to Step VI. We expect a strong record of innovative research, generally measured by primary peer-reviewed research articles, i.e., senior corresponding or co-corresponding authorship on an average of one to two papers per year that make important contributions to both special subject areas and broad fields in molecular biology, a strong record of external funding support, e.g. being a primary PI on at least one active grant from NIH or equivalent agencies in the review period, sustained excellence in teaching, student education and strong mentorship to trainees, a strong record of service to the Section and to the Division, as well as important contributions to the campus and the profession. Their research program should demonstrate national or international recognition and significant impact, as reflected through a variety of metrics such as invited research talks and leadership roles in conferences, service as an advisory board member or consultant on reviews of research grants or institutions, service in editorial roles, etc. Campus service includes consistent and active participation in faculty governance, such as serving on senate committees, high impact committees in the Division, and sustained engagement in the Section's functions such as faculty searches, mentoring junior faculty, and training students within the Biological Sciences program. Faculty at this level should have a record of teaching excellence reflecting a commitment to undergraduate and graduate education, along with a record of mentorship that demonstrates that graduate and postdoctoral mentees have gone onto successful careers.

## **MB Normal Merit Standards: advancement to above scale and advancement further above scale**

We have included a copy of our Divisional normal merit standards with this letter. In addition to those broad standards, the Section of Molecular Biology has established expectations for faculty eligible for consideration for advancement to above scale or advancement further above scale. We expect a strong record of innovative research, generally measured by primary peer-reviewed research articles, i.e., senior corresponding or co-corresponding authorship on an average of one to two papers per year that make significant contributions to both special subject areas and broad fields in molecular biology, a strong record of external funding support, e.g. being a primary PI on one active grant from NIH or equivalent agencies in the review period, sustained excellence in teaching, student education and mentorship to trainees, a strong record of service to the Section and to the Division, as well as significant contributions to the campus and the profession. Their research program should consistently demonstrate national and international recognition and significant impact, as reflected through a variety of metrics such as invited research talks and leadership roles in conferences, service as an advisory board member or consultant on reviews of research grants or institutions, service in editorial roles, and election to scientific societies, etc. Campus service includes consistent and active participation in faculty governance at the highest level, such as serving on senate committees with campus-wide impact, leadership roles in the Division, and sustained engagement in the Section's functions such as faculty searches, mentoring junior faculty, and training students within the Biological Sciences Graduate program. Faculty at this level should have a record of teaching excellence reflecting a commitment to undergraduate and graduate education, along with a record of mentorship that demonstrates that graduate and postdoctoral mentees have gone onto successful careers.