

Research Track
Appointment/Reappointment/Promotion Criteria

Introductory Statement

The use of the Research Practice Track for the School of Social Work is designed to enrich the faculty of the School with individuals who contribute to social work knowledge creation through funded research and publication. Faculty members in the Research Series are expected to maintain external funding for their salary and research operations. The School of Social Work, at its discretion, may pay a portion of salary to engage in teaching. As a general guide, faculty in the research series are expected to maintain 75% FTE funding to maintain the appointment. Faculty members in the Research Series are expected to maintain an external funding and publication record that matches or exceeds that of faculty members in the Tenure Track Series.

Research Associate

Appointment Criteria

The title of Research Associate shall be held by an individual who holds a master's or doctoral degree in social work or an allied discipline and:

- Has a minimum of two years experience in a research setting;
- Shows promise and capacity for excellence in research, as evidenced by strong skills in data collection and analysis;
- Articulates a defined area of research interest that can lead to proposals for external funding;
- Shows promise and capacity for engaging in team research environments;
- Shows promise and capacity to contribute to the mission and goals of the school and university.

Reappointment Criteria

Faculty members **reappointed** to the rank of Research Associate are expected to continue to meet the above criteria and meet the following performance criteria below:

- Contributes to the research endeavors of the school, through strong performance in assigned duties on funded research projects, as evidenced by evaluations from Principal Investigators on whose project the Research Associate is funded;
- Demonstrates strong writing skills as evidenced by inclusion on publications from the research team;
- Demonstrates strong grant-writing skills, as evidenced by inclusion on grant-writing teams

Promotion Criteria

- For consideration for promotion, candidates must have achieved a record of performance above basic standards in the title of research associate and meet the appointment criteria for the position of Assistant Research Professor as reflected below.

Assistant Research Professor

Appointment Criteria

The title of Assistant Research Professor shall be held by an individual who holds a Ph.D. in social work or an allied discipline and:

- Has a minimum of four years post-master's degree research experience;
- Serves in a significant leadership role in funded research projects, such as serving as Key Personnel or Principal Investigator;
- Has developed a specialized knowledge and expertise in a key area of social work research; and, articulates a clearly articulated research agenda and plan for external funding;
- Has achieved a beginning publication record, commensurate with the number of years post-Ph.D.;
- Demonstrates strong grant writing skills;
- Shows capacity to significantly contribute to the mission and goals of the school and university based on a record of strong research and/or professional accomplishments.

Reappointment Criteria

Faculty members reappointed to the rank of Assistant Research Professor are expected to continue to meet the above criteria and are also expected to meet the following requirements:

- Demonstrate a growing record of professional productivity, service and dissemination of knowledge that may include, but not be limited to, publications, professional presentations, and funded grants;
- Demonstrate a significant record of service to the mission and goals of the school and university as evidenced by successful execution of administrative or managerial duties outlined in the appointment terms; participation in school and university committees and functions; and,
- Receive positive annual service reviews that reflect performance at or above standard for all established dimensions.

Promotion Criteria

- For consideration for promotion, candidates must have achieved a record of performance above basic standards in the title of Assistant Research Professor and meet the appointment criteria for the position of Assistant Research Professor as reflected below. They must have served in the rank of Assistant Professor for at least 6 years. The Dean may waive the 6 year requirement under special circumstances.

Associate Research Professor

Appointment Criteria

The title of Associate Research Professor shall be held by an individual who holds a Ph.D. degree in social work or an allied discipline and:

- Has served a minimum of 6-years in an Assistant Research Professor (or equivalent) position;
- Articulates a compelling research agenda that is based on a strong existing body of work, and which demonstrates strong potential for sustained research funding;
- Manifests a record of sustained excellence and success in research and other contributions to the educational endeavors of a university by demonstrating leadership in the design and delivery of high quality research endeavors;
- Successfully seeks and receives external funding to fund both the faculty position and related graduate student and other research personnel. The faculty member must serve as Principal Investigator on at least one funded project;
- Produces evidence of a continuous and expanding level of dissemination of knowledge and national reputation that may include, but not be limited to publications in high quality journals, books and juried presentations and service as reviewer in grant award mechanisms and high quality journals;

- Demonstrates the ability to support, assist and add value to other faculty in their research initiatives.

Reappointment Criteria

Faculty members reappointed to the rank of Associate Research Professor are expected to continue to meet the above criteria and are also expected to meet the following requirements:

- Demonstrate a growing record of professional productivity, service and dissemination of knowledge that may include, but not be limited to, publications, professional presentations, and funded grants;
- Demonstrate a significant record of service to the mission and goals of the school and university as evidenced by successful execution of administrative or managerial duties outlined in the appointment terms; participation in school and university committees and functions; and,
- Receive positive annual service reviews that reflect performance at or above standard for all established dimensions.

Promotion Criteria

- For consideration for promotion, candidates must have achieved a record of performance above basic standards in the title of Associate Research Professor and meet the appointment criteria for the position of Research Professor as reflected below. They must have served in the rank of Associate Professor for at least 6 years. The Dean may waive the 6 year requirement under special circumstances.

Research Professor

Appointment Criteria

The title of Research Professor shall be held by an individual who holds a Ph.D. degree in social work or an allied discipline and:

- Articulates a compelling research agenda that is based on an exceptional body of work, and which demonstrates exceptional potential for sustained research funding;
- Manifests a record of sustained excellence and success in research by demonstrating leading research teams in the design and delivery of high quality research endeavors;

- Successfully seeks and receives external funding to fund both the faculty position and related graduate students and other research personnel. Serves as Principal Investigator on multiple grants;
- Produces evidence of a continuous and expanding level of dissemination of knowledge and national reputation that may include, but not be limited to publications in high quality journals, books, book chapters, juried and invited presentations, service as reviewer in grant award mechanisms and high quality journals, leadership in research organizations, and receipt of awards and honors;
- Demonstrates leadership in supporting, assisting and adding value to other faculty in their research initiatives.

Reappointment Criteria

Faculty members reappointed to the rank of Research Professor are expected to continue to meet the above criteria and are also expected to meet the following requirements:

- Demonstrate a sustained record of professional productivity, service and dissemination of knowledge that may include, but not be limited to, publications, professional presentations, and funded grants;
- Demonstrate a significant record of service to the mission and goals of the school and university as evidenced by successful execution of administrative or managerial duties outlined in the appointment terms; participation in school and university committees and functions; and,
- Receive positive annual service reviews that reflect performance at or above standard for all established dimensions.

Promotion Criteria

- For consideration for promotion, candidates must have achieved a record of performance above basic standards in the title of Research Professor and meet the appointment criteria for the position of Distinguished Research Professor as reflected below. They must have served in the rank of Professor for at least 6 years. The Dean may waive the 6 year requirement under special circumstances.
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Distinguished Research Professor

Appointment Criteria

- ***From the University:*** The most significant area of consideration for promotion to Distinguished Professor is scholarship. Only those faculty members who have demonstrated outstanding achievement in that area by earning significant recognition inside and outside the University are eligible for promotion to Distinguished Professor. Typically, such recognition is reflected in national and international reputation in one's discipline;

The appointment criteria for the Research Professor is required along with the following:

- Significant national and international recognition of expertise by colleagues, peer institutions, and other significant national entities;
- Distinguished record of dissemination of knowledge that may include, but not be limited to, research and publication in competitive peer-reviewed professional literature, presentations at prestigious national and international forums and events; contribution as subject matter expert to major national and international endeavors;
- National and international leadership of significant professional organizations.

Reappointment Criteria

Faculty members reappointed to the rank of Distinguished Research Professor are expected to continue to meet the above criteria with evidence of continuing achievement, contributions and national and international recognition.

Research Track

Non-Tenure Track Faculty Portfolio Documentation

- Personal Statement summarizing
 - Research accomplishments
 - Research agenda,
 - Research funding plan,
 - Publications and presentations
 - Service to the Department and University
 - Service to the profession,
 - Awards and Honors
 - Other relevant supportive material.

- Curriculum Vitae
- Form 1-A