

Department of Biochemistry & Molecular Biology  
Guidelines for Promotion to Professor  
Adopted:

March 20, 2018

"The rank of **Professor** should be based on major achievements that result in national recognition for the individual in his/her field. Time in an academic rank is not in itself sufficient evidence for promotion. However, less than usual time in rank is not in itself sufficient to deny promotion in the presence of exceptional performance and achievement. There will be faculty who, although valuable to the University and esteemed by their students and colleagues, may not achieve promotion to professor."

From Section 3.9.1 (c) of the OUHSC Faculty Handbook.  
University criteria for promotion are described in section 3.9.1 of the Handbook (<https://facultyhandbookdev.ouhsc.edu>)

The Department of Biochemistry & Molecular Biology holds that, for promotion to professor, faculty should have fully achieved national and/or international recognition for their research work and also have demonstrated leadership in teaching, and service within the Department. The Department recognizes that these criteria can be met in many different ways, so the following are suggested guidelines modified from the Department's "Faculty Performance Expectations" for a level of performance appropriate for promotion to professor.

Excellence in Research/Scholarly Achievement.

Excellence in research is indicated by:

(i) The candidate will have secured research funding to support a research group comprised of students, postdoctoral fellows and/or technical staff sufficient to develop a body of scholarly works recognized by scientists in the candidate's area of research.

Alternatively, in lieu of research grants, industry-sponsored contracts or licenses for substantial work (e.g., at similar funding levels) towards biomedically relevant drugs, treatments, or devices will be considered as scholarly achievements (described in more detail in Entrepreneurial Activities).

(ii) The candidate will have published in major, first-rate peer-reviewed journals. For example, an overall productivity of an average of at least one paper per year since the last promotion on topics directly related to the candidate's area of scholarship. The papers supporting the promotion may be part of a team-science effort if they are directly related to the candidate's area of scholarship.

(iii) The candidate will have served on national peer review boards, study sections, journal editorial boards, and/or other professional organizations.

(iv) The candidate will provide strong evidence of national or international recognition such as invitations to speak at other institutions in the U.S. and abroad, to speak or organize sessions at national or international meetings, and/or to contribute book chapters or review articles. The attainment of excellence will be judged not only by overall publication productivity (i.e. the number and data content of papers) but also by the quality of journals in which papers are published, the number and nature of invited talks and meetings or sessions chaired, evaluations by external nationally and internationally known scientists, citations to publications, and peer-reviews of the individual's grant applications. It is also expected that the individual's research program will have developed a substantial national and international reputation for high quality.

#### Excellence in Teaching.

Excellence in teaching is determined in part by the response and evaluation from faculty, particularly the course directors, in addition to student evaluations.

Excellence can also be achieved by performing an above average teaching load with distinction. Other indicators of excellence are external recognition of the teacher's skill and creativity, such as being nominated for or receiving awards, receiving outside grants for teaching activities, or by authoring a new published teaching material including a text or digital materials. Leadership would be demonstrated by the development and coordination of new courses, programs, or training grants, or by participating in national meetings or other education initiatives. Furthermore, faculty should play an active and constructive role in student advisory and examination committees.

#### Excellence in Service.

It is assumed that faculty under consideration for promotion to professor will have maintained at least an average level of service on Departmental committees and served for a substantial period as chair of one or more committees with a substantial work load. For promotion to professor, faculty should have demonstrated leadership in serving the College or University community by taking an active role in one or more of the committees that provide important and substantial service to the College or University, or serving in an administrative role for the College or University. Leadership in service may also entail service as an officer or meeting organizer for a professional organization, or membership on committees of national scientific organizations. Membership on national peer review committees or editorial boards, although based on research excellence, are also examples of service.

## Entrepreneurial Activities.

*General:* The University recognizes entrepreneurial activity per se as having academic value, indicated by the appended statements from the Faculty Guidelines, although the University has no formal criteria for how such contributions should be considered in matters of promotion. Biochemistry & Molecular Biology values and appreciates entrepreneurial activities of faculty that further the research missions of the Department, serve the health-care mission of the University, further the mission of the University to create new industry and enhance existing industry within the State and Nation, and/or bring revenue into the Department. The Department particularly encourages entrepreneurial activities (e.g., under Sponsored Research Agreements [SRAs]) that (a) are for inquiry-based research, (b) allow the faculty member to publish the results without undue delay, (c) generate intellectual property, and (d) include indirect costs at or near the standard rate negotiated with the NIH. Inherent in the development of intellectual property and obtaining patents is the discovery of new knowledge, which is our major academic activity.

Furthermore, the Department recognizes and accepts that some entrepreneurial activities may be counted toward the research and/or service contributions expected for faculty promotion.

*Research:* In consideration for promotion, appropriate peer-reviewed publications derived from entrepreneurial activities or partnered by a company may be counted along with other research publications taking into account the same criteria (e.g., nature of authorship, quality of the journal) used for evaluating other publications. Issued patents will be considered as equivalent to publications. Small business innovation (SBIR), small business technology transfer (STTR), or industrial/corporate grants with a substantial research component may be counted under the Department's two grant policy so long as the faculty member is the PI and they meet the departmental criteria for 'major' grants, which is that they have a duration of at least three years (this may be an aggregate of different 'phases' of the above small business awards), provide an average of  $\geq$  \$70,000 per year in direct costs, and involve an open, nation-wide, peer reviewed competition.

*Service:* Translational research and/or consulting activities that contribute to healthcare improvement may be considered as service to the Community. Entrepreneurial activities including the formation and development of a company or companies that generate intellectual property and develop or enhance industry, particularly industry that brings healthcare innovation to the public, may be regarded as service to the University and the Community. Entrepreneurial activities that generate revenues for the Department may be regarded as service to the Department. (Note, however, that these service contributions do not replace those described above under "Excellence in Service").