GUIDELINES FOR PROMOTION AND TENURE

DEPARTMENT OF BIOSTATISTICS

June 2013

The following guidelines are used for promotion and/or tenure:

to Clinical Associate Professor, teaching track: clearly demonstrated excellence in teaching and in curriculum development (e.g., revision of existing courses or development of new courses). Excellent teaching skills identified by multiple peer evaluations, student evaluations, and/or teaching awards. Expected quantity of teaching is at least six years of experience at the level of Instructor, Clinical Assistant Professor, or equivalent, with a minimum average teaching load of three courses per year (two courses/year if grant funding exceeds 25%) except under extraordinary circumstances (e.g., publication of a major textbook). Demonstrated excellence in mentoring of undergraduate (and, optionally, graduate) students, including, for example, developing course packs/notes and supervising undergraduate honors theses. Sustained service on educational committees and/or task forces at the departmental, school, or university level. Continued participation in faculty development activities related to educational and leadership skills. Documentation of excellence in practice of teaching or research through (a) peer-reviewed publications in journals in biostatistics, health sciences, or statistical education and (b) creation of top-quality peer-reviewed scholarly products relevant to teaching of biostatistics, e.g. book chapters, electronic or digital educational resources, or textbooks. Expectation is at least 10 publications and/or scholarly products; a minimum of 6 of these must be peer-reviewed publications in journals.

to Clinical Associate Professor, practice track: demonstrated excellence in biostatistical collaboration as evidenced by funding and publication record. Record of service as lead biostatistician of at least two large-scale clinical trials, observational studies, or the equivalent; in lieu of leadership on two large-scale projects, service on at least 4 small to moderate-scale projects as the lead/senior biostatistician may be used. Submission of at least two grant and/or contract proposals for studies of moderate to large size or complexity as the lead biostatistician or biostatistical core director or equivalent. Record of service to collaborative biostatistics community, e.g. service as reviewer for subject-area journal or grant reviewer for NIH study section. Demonstrated excellence in mentoring of undergraduate and graduate students, e.g. supervising graduate research assistants, advising undergraduate students on honors theses and summer research projects, and/or formal classroom instruction. Expectation is 25-30 scholarly products, with at least 15 peer-reviewed published manuscripts in the health sciences and/or biostatistical methods. Scholarly products include peer-reviewed published manuscripts as well as study protocols, training manuals, manuals of operating procedures, white papers, supervised undergraduate honors theses, and other written evidence of impact of leadership in collaborative health science.
to Research Associate Professor: 25-30 publications total, with at least 5 statistical methods papers, at least 5-10 health science publications, at least 3-5 first authored papers (or first-author equivalent publications), and at least 3 top-tier publications. The required numbers of papers can be lower, provided the impact is higher. Well funded on grants, but do not need to be PI on any. Must make a solid contribution in departmental service.

to Tenured Associate Professor: Same minimum numbers of publications as Research Associate Professors, except that about twice as many statistical methods and top-tier publications are expected. Have similar funding requirements but must have a track record of quality teaching in biostatistics courses and also of supervising graduate (including at least some doctoral) students.

to Clinical Full Professor, teaching track: demonstrated commitment to inspire colleagues and graduate students to greater achievement with respect to teaching and identification of best practices. Demonstrated mentorship of junior colleagues in teaching. Nationally recognized as a model or teacher of excellence in educational practice. Substantial new course development or revision of existing courses. Expected quantity of teaching is at least five years of experience at the level of Clinical Associate Professor or the equivalent with a minimum average teaching load of three courses per year (two courses/year if grant funding exceeds 25%) except under extraordinary circumstances. Success in leadership roles on educational committees or task forces. Expectation is at least 20 (cumulative) peer-reviewed publications and/or scholarly products; a minimum of 12 of these must be peer-reviewed publications in journals.

to Clinical Full Professor, practice track: clear track record of leadership in collaborative health science. Demonstrated mentorship of junior colleagues in collaborative health science research. National recognition as a leader in collaborative health science research. Record of service as lead statistician (PI or co-PI level) for at least two large-scale grants or contracts (e.g., PI of coordinating center for a large multi-site study, lead biostatistics co-Investigator of SPORE or other center grant, biostatistical core director or equivalent) and as the statistician of record on the grant/contract application for at least one of these. Sustained record of service to the health science community, e.g. service as reviewer for multiple subject-area journals, standing member of NIH study section, statistical associate editor of a collaborative health science journal, and/or external review committee member, or equivalent. Expectation is 50-60 scholarly products, with at least 30 peer-reviewed published manuscripts in health science and/or biostatistical methods.

to Research Full Professor: reserved only for those who have demonstrated sustained achievement and outstanding character. 50-60 publications total, with at least 10 statistical methods papers, at least 15 health science publication, at least 5-10 first authored papers, and at least 5-10 top-tier publications. Well funded on grants and plays a leading role in some capacity, for example, in grants or projects. Need to be nationally recognized, have sustained research and publication, and make a sustained, solid contribution to departmental service (including student advising).

to Tenured Full Professor: reserved only for those who have demonstrated sustained achievement and
outstanding character. Same minimum required number of papers as Research Full Professor, except that about twice as many statistical methods and top-tier publications are expected. Well funded on grants and plays a leading role in some capacity. Having PI experience is strongly encouraged. Must be nationally recognized in some area in statistical methodology, have a proven and sustained track record of doctoral student advising, sustained and high quality accomplishment in teaching, sustained research and publication, and sustained contributions in professional and public service.