

**Department of Nutrition
Criteria for Promotion or Appointment of Tenure Track/Tenured Faculty**

Appointments and/or promotions are based on excellence in one or more of the following areas: research, teaching or practice. The expectations for each tenure-track rank are as follows, with the impact of the work increasing as rank increases.

1. *Assistant Professor*-- Initial appointments at, or promotions to, the rank of assistant professor should be made only to persons who show promise for promotion to higher ranks.
2. *Associate Professor*--Considered only for those who have, without question, demonstrated outstanding ability. Candidates must show excellence in either research or practice, evidence of high quality teaching, and adequate service. The faculty member must be able to show how his or her work collectively has led, or is likely to lead to, improved public health. Those being proposed for the rank of associate professor must also demonstrate that they are on a course for national leadership in their discipline. Usually candidates have secured one or more independent (not mentored) grant awards and support at least half of their salary with grants.
3. *Professor*--Candidates must have obtained national recognition and must have demonstrated sustained and high quality accomplishment in teaching, and sustained excellence in either research or public health practice. In addition, candidates must have demonstrated sustained contributions in professional and public service. Those being proposed for promotion to professor must clearly demonstrate how their work has enabled improvement in the public's health or the advancement of the science or practice of their discipline. Candidates for professor must be able to clearly demonstrate that they are national leaders in their discipline and/or in public health.

Teaching

Teaching excellence is assessed through an evaluation of the currency and relevance of the content, the effectiveness and efficiency of delivery, and whether students are learning how to think critically and solve problems. Innovation, adoption of course materials by others, contributions to teaching methodology, all can be supporting measures for this assessment, but this listing is not all-inclusive.

In the Department of Nutrition, the teaching commitment is generally 3 credits of classroom teaching for every 25% of salary support that is funded using departmental state funds. Department faculty members appointed to the Kannapolis facility are not supported by departmental state funds, and are expected to teach the equivalent of at least one credit. This teaching may be done using distance teaching technology. Although the quantity of teaching is usually reduced in faculty appointed at Kannapolis, the quality of the teaching is expected to be equivalent to that of the Chapel Hill faculty.

Both the Kannapolis and Chapel Hill faculty are expected to mentor students.

Research

Research or practice attributable to the faculty member represents a contribution moving a discipline forward. Publications are in high quality, high impact journals with evidence that these

works are cited by others. Competitive peer-reviewed funding is a marker of practice quality and therefore it is expected that the faculty member receives grants and contracts. The faculty member is expected to identify new areas or apply new methods or approaches in practice that address the health of the public. He or she is able to incorporate new developments in the discipline and transfer knowledge or technique to current problems influencing the health of the public.

The Department of Nutrition has 3 divisions, and the faculty within those divisions tend to publish in different journals. Research expectation for faculty at the Kannapolis and Chapel Hill campuses are similar.

Service

Professional service, i.e., service to the scholarly community is expected. Service occurs in various arenas: the School of Public Health, the University, institutions specific to a discipline, at the local, state, and national levels. Public service may also occur with communities, governments, or organizations at the local, state, national, and international levels.

All tenured and tenure track faculty in the Department of Nutrition serve either as Division Director, Associate Chair or as a member of one of the Degree Committees. Enthusiastic participation in service to the department is expected of all faculty members whether they are at the Kannapolis or the Chapel Hill campus.

General

Transcending the specific criteria enumerated above, other factors which are important for promotion and tenure include: ethical and collegial behavior, intellectual integrity, good rapport with students and colleagues, moral probity, reliability and responsibility and need for the faculty member's contributions. Collegiality among faculty members and sharing of scientific thoughts and innovations is expected and valued.

Each faculty candidate is evaluated individually and there is no one prescription of achievement required. The Nutrition Department is intellectually diverse and faculty members have backgrounds in a variety of disciplines. Strong scholarship may have different hallmarks in faculty in different divisions within the department. In general, faculty who work in behavioral interventions will have a smaller number of publications than do faculty in the other divisions. Journals in biochemistry and epidemiology generally have higher impact factors than do journals that publish behavioral intervention studies. Sizes of grant awards also tend to vary by divisions. These field differences within the discipline of nutrition are expected and candidates are evaluated accordingly.

The Department of Nutrition at UNC Chapel Hill is one of the leading Departments of Nutrition in the nation, and faculty members are expected to support and uphold this reputation.