Title: Promotion of Research Track Faculty

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Chair Signature: [Signature]
Promotion of Research Track Faculty

Policy Statement

Research faculty promotions are based on demonstrated contributions in research, teaching, and service. Other factors which are important for promotion include: ethical and collegial behavior, intellectual integrity, good rapport with students and colleagues, moral probity, reliability and responsibility. Collegiality among faculty members and sharing of scientific thoughts and innovations is expected and valued. This includes working across disciplinary lines when practical and engaging with all facets of the translational spectrum.

For the research component of the promotion criteria, the Department policy provides two equal avenues for meeting the requirements. The first avenue is focused on substantial contributions to research within a team and includes significant contributions to scholarly reports and grant proposals. The second focuses on independence in research, including securing independent funding for research, as well as scholarly publications. Research faculty may be promoted with evidence spanning both avenues.

In addition to research, promotion criteria include teaching and service consistent with research track departmental norms.

Audience

This policy applies to all research track faculty assigned to the Department of Nutrition.

Purpose

To ensure every research track faculty member is fully aware of the criteria for promotion.
Roles and Responsibilities

Research Track Faculty – Familiarize themselves with the School’s and the Department’s promotion process and meet or exceed the performance norms for research track faculty.

Chair – Provide leadership and mentoring as needed to ensure equitable implementation of the policy.

-- Will provide a letter that states the candidates accomplishments related to the promotion criteria. The letter will clearly delineate the basis of their promotion in regards to team contributions and independent funding.

Faculty serving as PI’s on grants that fund Research – Track Faculty – Provide mentoring to Research Track Faculty funded on grants to encourage appropriate career development and opportunity for promotion

Criteria

Research – There are two avenues to meet the research criteria for promotion.

The first is focused on team based research in which efforts are concentrated on substantial contributions to a collaborative research program. Effort must include significant and high quality contributions to scholarly reports and grant proposals. “High quality” can refer to publications in high impact journals either as first or contributing author, or success in obtaining research funded by highly regarded external funding agencies, including but not limited to NIH and CDC. Contributions to the research program will be documented by peer and mentor evaluations that will be given considerable weight. In this avenue, independent funding is not considered.

The second avenue focuses on independence in research, including securing independent funding for research and scholarly publications. Faculty must demonstrate a high probability of sustaining a significant research program that supports the majority of their time, contributes to support of doctoral students, and generates a large number of high-quality peer reviewed publications. These publications must establish a national reputation for the faculty member.

Research faculty may be promoted with evidence spanning both avenues. In either case, faculty members should play a role in the initiation and conduct of innovative research that addresses the health of the public. Faculty will be expected to incorporate new developments into the discipline and participate in the creation and transfer of knowledge and techniques that address critical areas of nutrition and health.
Teaching -- Teaching excellence is assessed through an evaluation of the currency and relevance of the content, effectiveness and efficiency of delivery, and whether students are learning how to think critically and solve problems. Among other things, innovation, adoption of course materials by others, and contributions to teaching methodology, are all supporting measures for this assessment. Evaluations by students and peers are highly valued.

Within the Department of Nutrition, Research Track faculty members are expected to formally teach at least 1 credit hour per academic year which can be co-teaching, or participation in seminar class. Other arrangements to teach more may be made for those interested. For the expected teaching commitments, a small percentage of salary support using departmental state funds is routinely provided. In addition to formal teaching (formal classroom time (traditional or online)), non-formal teaching is also expected (mentoring students). Both formal and non-formal teaching can occur at all three levels (bachelors, masters, and doctoral). Department faculty members with a working location at the Nutrition Research Institute in Kannapolis are not supported by Departmental state funds; however, the same teaching expectations apply. Instruction may be done using distance education technology such as video-teleconference. Despite the challenges of geographical separation, it is imperative that NRI faculty both teach and mentor students in order to be competitive for promotion.

Service -- Service to both the scholarly community and local community is required of all faculty members. Service occurs in various arenas and various ways within the School of Public Health, the University, as well as institutions and professional organizations specific to a discipline. Public service may also occur within communities, governments, or organizations at the local, state, national, and international levels. Faculty engagement with the public outside the traditional scholarly community is also valued and reviewed as part of the promotion process.

All research track faculty within the Department of Nutrition will be asked to serve as a department committee member during their appointment. Faculty should participate actively and strive to serve in several different capacities over time.

General -- Transcending the specific criteria enumerated above, other factors which are important for promotion 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. This includes working across disciplinary lines when practical and engaging with all facets of the public health spectrum.

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 metrics for faculty within the department. These field differences within the discipline of nutrition are expected and candidates are evaluated accordingly.
**Promotion to Research Associate Professor** – The time in rank as an assistant professor prior to promotion to the associate level is at least six years. Experience accrued in additional years is judged positively. In some cases, assistant professors may be appointed sooner if equivalent work at other institutions of similar quality to UNC-Chapel Hill has been performed. Equivalency of previous professional experience and positions will be assessed by the full professors and the department chair on a case-by-case basis. If prior positions are deemed equivalent, the chair’s letter will state that promotion is not early, but rather it reflects time spent at an equivalent institution.

**Promotion to Research Full Professor** – The minimum time between appointment to rank of associate professor and promotion to professor is five years. Experience accrued in additional years is judged positively and can include clear national and in some cases international reputation for his/her expertise evidenced by invited presentations.

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**Related Regulations or Policies**

Gillings School of Global Public Health Appointments, Promotions and Tenure Manual (revised May 1, 2013)

Department of Nutrition Peer Review of Teaching Policy (approved April 11, 2013)

Department of Nutrition Performance Norms (updated November 11, 2013)

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