

1.5.b. Matrix for Departmental Expectations for Promotion and Tenure

Expectations for Promotion (Tenure-Track): Assistant to Associate

	Research		Teaching		Service			Other
	Scholarly Productivity	Grants/Funding	Teaching	Mentoring/Advising	Department/School/UNC	Profession	Community/Public Service	
BIOS	<ul style="list-style-type: none"> * 25-30 publications total (minimum) * At least 10 statistical methods papers * At least 6 top-tier publications * At least 5-10 health science publications * At least 3-5 first authored (or equivalent = student first author for material from the student's dissertation or master's paper with the faculty member as the advisor or co-advisor functioning as senior author) publications * The required number of papers can be lower, provided the impact is higher 	<ul style="list-style-type: none"> * Well funded on grants (60%+), but do not need to be PI on any 	<ul style="list-style-type: none"> * Track record of quality teaching in BIOS courses 	<ul style="list-style-type: none"> * Track record of supervising graduate students (including at least some doctoral students) 	<ul style="list-style-type: none"> * Service on BIOS departmental standing committees as well as on student dissertation committees; good departmental citizen 	<ul style="list-style-type: none"> * Some service to the larger scientific and professional community 	<ul style="list-style-type: none"> * None expected 	
EPID	<ul style="list-style-type: none"> * At least 2 papers per year as first or senior author * At least 1 paper per year with her/his student as primary author * At least 2 papers per year as co-author * Total of at least 5 papers per year * Focus on publication leadership, quality of publications, their demonstrated or potential impact, and the trend in publishing productivity 	<ul style="list-style-type: none"> * Long term average of at least 50% of salary coverage (after 2-3 years from initial appointment) * At least one major grant as PI, ideally covering at least 20% of salary * Usually have secured one or more independent (not mentored) major external R01-like grant awards 	<ul style="list-style-type: none"> * Lead role in one class per year. * Evidence of impact of all forms of teaching (e.g. classroom and distance education teaching, supervising students in research and field experiences, academic advising, and continuing education) 	<ul style="list-style-type: none"> * Willing to serve as academic advisor for 1-2 incoming students per year * Graduate at least 1 doctoral student by the time an Assistant Professor is put up for promotion to Associate Professor 	<ul style="list-style-type: none"> * Serve on a standing departmental committee * Serve on ad hoc working group or search committee, as needed * Attend departmental faculty meetings, retreat, and seminars, and help in the development and grading of doctoral qualifying or masters comprehensive exams 	<ul style="list-style-type: none"> * Provide service to the larger scientific and professional community, examples include: study sections, editorial boards, symposia planning, society committees, expert panels, working groups, and advisory committees. 	<ul style="list-style-type: none"> * Faculty engagement with the public outside the traditional scholarly community is valued and will be evaluated during the tenure and promotion process 	<ul style="list-style-type: none"> * Must show excellence in either research or practice, evidence of high quality teaching, and adequate service * Must demonstrate that they are on a course for national leadership in their discipline * Must be able to show how his/her work has led, or is likely to lead, to improved public health * Other factors: interdisciplinary scholarship, ethical and collegial behavior, intellectual integrity, good rapport with students, staff and colleagues, moral probity reliability and responsibility and need for the faculty member's contributions

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ESE	<ul style="list-style-type: none"> * Quality and impact of research and research productivity are expected to be on par with peers at a similar career stage at comparable institutions * Letters of evaluation from external reviewers are the most important means to assess this * 2-3 peer reviewed publications per year where candidate or their student is first author is typical, but varies with discipline. Publications should include top journals covering the particular research subject in question 	<ul style="list-style-type: none"> * Record of research, applications, and awarded grants suggest long term ability and commitment to gain support for research * At least one research grant as PI from national or international organization 	<ul style="list-style-type: none"> * Success/improvement in teaching as measured in part by teaching evaluations * Typically 1 – 2 courses/year after the first year 	<ul style="list-style-type: none"> * Advise around 5-6 graduate students (Department average) within a few years from initial appointment * Graduate at least 1 PhD student by time of evaluation, with evidence that there are others in the pipeline * Department seeks feedback on candidate's mentorship from his/her former students 	<ul style="list-style-type: none"> * Participate in faculty meetings and other Department-wide activities (such as our in-house seminar program), and to contribute ideas to improve the fulfillment of the Department's mission. 	<ul style="list-style-type: none"> * Professional service such as serving as a reviewer for journals and funding agencies as well as participation in professional organizations is expected 	<ul style="list-style-type: none"> * Valued and encouraged, but not weighted as highly as scholarship and teaching 	<ul style="list-style-type: none"> * Should have begun to establish national recognition
HB	<ul style="list-style-type: none"> * Research and scholarship that is recognized as making valuable contributions to public health and/or the candidate's discipline and is judged to be indicative of future contributions * Approximately 20-40 publications 	<ul style="list-style-type: none"> * Record of research, applications for support, and awarded grants indicative of a long-term ability and commitment to gain support for research * Experience as PI, or equivalent, on at least 1 grant or externally funded project * Cover 40-70% of salary 	<ul style="list-style-type: none"> * Demonstrated sustained, significant contributions to the department's teaching mission * Faculty are expected to teach required and/or elective courses * In general, faculty are expected to teach required and/or elective courses 	<ul style="list-style-type: none"> * Faculty are expected to advise both master's and doctoral students, to chair and serve on doctoral dissertation committees, to provide financial support for graduate students, and to advise master's students in Capstone groups * Advise 1-2 masters students/year * Chair 1-2 doctoral dissertations * Exhibit strong record of mentoring graduate students * Participation in other teaching/mentoring activities, including 2-3 Capstone teams over 5-6 years 	<ul style="list-style-type: none"> * Demonstrated service to department, SPH, and University * Serve on one departmental, school or PH committee 	<ul style="list-style-type: none"> * Demonstrated service to profession * Contributing to the maintenance and growth of their profession. For example, serve in leadership role for professional organization, participate in a panel on their research agenda, or serve on the editorial board of a journal 	<ul style="list-style-type: none"> * Demonstrated public service by providing contributions based on their expertise to the betterment of the broader community at the local, state, national or international level. * Public service at the national or international level is not required at this career phase. For example, serve the community in a public health leadership role 	

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HPM	<ul style="list-style-type: none"> * 20 publications by time of review * 30% first author or equivalent * High quality, high impact journals judged by discipline standards * 5 presentations (oral or poster) by time of review 	<ul style="list-style-type: none"> * 1 grant or contract as PI or site/project PI in a center grant or multi-site study by time of review * 50% salary coverage from grants/contracts 	<ul style="list-style-type: none"> * Teach 1 or more HPM courses per year (usually after first year of appointment) 	<ul style="list-style-type: none"> * Chair 1 or more doctoral committees (completed or in-process) * Chair 1 or more MSPH paper committees or one or more BSPH honor's papers * Serve as member of 2 or more doctoral committees (HPM or other) * Advise 2 or more undergraduate and/or Master's students and/or RAs and/or trainees per year 	<ul style="list-style-type: none"> * Serve on at least 1 committee (department, school, and/or University) 	<ul style="list-style-type: none"> * Involvement in other activities as listed in IV.D.1 of the APT manual 	<ul style="list-style-type: none"> * Involvement in other activities as listed in IV.D.1 of the APT manual 	<ul style="list-style-type: none"> * These expectations encompass the time period prior to date of review for promotion to Associate Professor
MCH	<ul style="list-style-type: none"> * An annual average of 4 or more scholarly products * For approximately half of these products, the faculty member should be first or lead author (supervision of a student lead author counts as first authorship) 	<ul style="list-style-type: none"> * Approximately 50% or more of salary funded (less for faculty with substantial administrative responsibilities) * Demonstrated history of funding for her or his projects and high probability of continued funding in the future * Should serve as the PI (or lead investigator) on at least 1 multi-year grant or contract 	<ul style="list-style-type: none"> * Generally teach equivalent of 1 (3-credit hour) course per year as lead instructor, or 2 (3-credit hour) courses per year as co-instructor (note: teaching may vary depending on research, practice, or administrative loads) 	<ul style="list-style-type: none"> * Advise 5-6 graduate students per year (note: number may vary depending on Master's/doctoral composition of mentees) * Mentor at least some students whom they do not advise by serving as readers for Master's papers and by serving on doctoral committees for MCH and/or non-MCH students 	<ul style="list-style-type: none"> * Expected to engage in service 	<ul style="list-style-type: none"> * Expected to engage in service 	<ul style="list-style-type: none"> * Expected to engage in service (e.g., non-profit organizations related to MCH) * Engagement with the public is valued and encouraged 	
NUTR	<ul style="list-style-type: none"> * 2 first or senior authored papers per year expected as Assistant Professor * Additional publications as co-author are also expected * Journal impact factors are considered 	<ul style="list-style-type: none"> * Secured independent (not mentored) grant awards and normally support at least 50% of their salary through grants * Cover 25-75% of salary as Assistant Professor * Initiation of grant and contract proposals and evidence of likely success * NIH or other federal grants remain the most desirable, however funding from other sources (e.g., industry, foundations) will be considered as long as work leads to peer-reviewed publications that advance a national reputation 	<ul style="list-style-type: none"> * Generally expected to teach 1 (3-credit hour) course per year 	<ul style="list-style-type: none"> * Counseling/mentoring students at all three levels (bachelors, Master's, and doctoral) is expected * Serve as primary advisor for 1 doctoral student per year expected as Assistant Professor; support of doctoral students is expected. * Advise 3 students, not including post-docs per year * Student awards, publications & presentations are considered * Additional mentoring of post-docs encouraged 	<ul style="list-style-type: none"> * Member of 1 departmental committee * Member of 1 school/university committee 	<ul style="list-style-type: none"> * Service to 1 professional organization 	<ul style="list-style-type: none"> * Clinical service/practice as appropriate for position 	<ul style="list-style-type: none"> * Must show excellence in either research or practice, evidence of high quality teaching, and adequate service * Must demonstrate that they are on a course for national leadership in their discipline * Must be able to show how his/her work has led, or is likely to lead, to improved public health
PHLP								