

Expectations for Promotion and Tenure in the Department of Biostatistics

This document describes expectations for promotion and tenure in the Department of Biostatistics

Tenure Track: Assistant to Associate:

- **Scholarship**
 - **Publications/Scholarly Products:**
 - 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
 - **Grants**
 - Well-funded on grants (60%+), but do not need to be PI on any
- **Teaching**
 - Track record of quality teaching in BIOS courses
 - Track record of supervising graduate students (including at least some doctoral students)
- **Practice (Service):**
 - **Department/School/UNC**
 - Service on BIOS departmental standing committees as well as on student dissertation committees; good departmental citizen*
 - **Profession:**
 - Some service to the larger scientific and professional community
 - A record of presentations in national (and/or international) professional venues
 - **Community/Public Service:**
 - None expected

Tenure Track: Associate to Full:

- **Scholarship**
 - **Publications/Scholarly Products:**

- 50-60 publications total
- At least 20 statistical methods papers
- At least 15 health science publications
- At least 5-10 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
- At least 10 – 20 top-tier publications
- Must be nationally recognized in some area in statistical methodology
- Must have sustained research and publication
- **Grants**
 - Well funded on grants (60%+) and playing a leading role in some capacity; having PI experience is strongly encouraged but not required
 - Sustained record of external funding
- **Teaching**
 - Must have sustained and high quality accomplishment in teaching
 - Must have a proven and sustained track record of doctoral student advising
- **Practice (Service)**
 - **Department/School/UNC**
 - Service on BIOS departmental standing committees as well as on numerous student dissertation committees; good departmental citizen
 - **Profession**
 - Must demonstrate sustained contributions in professional service
 - A record of presentations in national (and/or international) professional venues
 - **Community/Public Service**
 - Must demonstrate sustained contributions in professional and public service
 - **Other:**
 - Reserved only for those who have demonstrated sustained achievement and outstanding character; must have national reputation.



Fixed Term: Assistant to Associate Professor (Research):

- **Scholarship**
 - **Publications/Scholarly Products:**
 - 25-30 publications
 - At least 5 statistical methods papers
 - At least 5-10 health science publications
 - At least 3 top-tier publications
 - At least 3-5 first-authored (or equivalent = student first author and faculty senior author) publications
 - The required number of papers can be lower, provided the impact is higher

- **Grants**
 - Well funded on grants (90% + unless have teaching buy-in, in which case the grant funding plus teaching buy-in must total at least 90%), but do not need to be PI on any
- **Teaching**
 - none required
 - Mentoring: Expected to serve on doctoral committees in BIOS or other departments and to mentor graduate research assistants on projects in public health science
- **Practice (Service)**
 - **Department/School/UNC**
 - Must make a solid contribution in departmental service; good departmental citizen
 - **Profession:**
 - Some service to the larger scientific and professional community
 - A record of presentations in national (and/or international) professional venues
 - Professional society participation encouraged.
 - **Community/Public Service**
 - None expected

Fixed Term: Assistant to Associate Professor (Clinical Teaching):

- **Scholarship**
 - **Publications/Scholarly Products:**
 - Documentation of excellence in practice of teaching or research through at least 10 publications and/or scholarly products, e.g. book chapters, electronic or digital educational resources, or textbooks, (minimum of 6 must be peer-reviewed publications in journals)
 - **Grants**
 - No major expectations, though grants related to teaching are possible and viewed positively
- **Teaching**
 - Demonstrated excellence in teaching and curriculum development (through multiple peer evaluations, student evaluations and/or teaching awards)
 - At least six years of teaching experience at the level of instructor, clinical assistant professor, or the equivalent, with minimum average teaching load of 3 courses/year (2 courses/year if grant funding exceeds 25%; serving as the Director of Undergraduate Studies is counted as 1 course/year)
 - Demonstrated excellence in mentoring of undergraduate (and, optionally, graduate) students

- **Practice (Service)**
 - **Department/School/UNC**
 - Sustained service on educational committees and/or task force at the departmental, school, or university level; good departmental citizen
 - **Profession:**
 - Service in promoting the practice of teaching or other professional service as relevant
 - **Community/Public Service**
 - None expected
 - **Other**
 - Continued faculty development activities related to educational and leadership skills

Fixed Term: Assistant to Associate Professor (Clinical practice):

- **Scholarship**
 - **Publications/Scholarly Products:**
 - 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. 25-30 scholarly products (with at least 15 peer-reviewed publications); 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.
 - At least 2-3 of the peer-reviewed publications must be first-authored
 - **Grants**
 - Excellent funding on grants (>95%), but does not need to be PI
 - Demonstrated excellence in biostatistical collaboration as evidenced by funding and publication record
 - Submission of at least 2 grant and/or contract proposals for studies of moderate to large size or complexity as lead biostatistician, biostatistical core leader, or equivalent
- **Teaching**
 - No teaching expected
 - Demonstrated excellence in mentoring of undergraduate and graduate students, e.g., as supervisor of graduate research assistants, advising undergraduate students on honors theses and summer research projects, and/or formal classroom instruction
- **Practice (Service)**
 - **Department/School/UNC**

- Must make a solid contribution in departmental service; good departmental citizen*
- **Profession:**
 - Record of service to collaborative biostatistics community
- **Community/Public Service**
 - None expected
 - Public Service is encouraged.

Fixed Term: Associate to Full (Research)

- **Scholarship**
 - **Publications/Scholarly Products:**
 - 50-60 publications in total
 - At least 10 statistical methods papers
 - At least 15 health science publications
 - At least 5-10 first authored papers
 - At least 5-10 top tier publications
 - Must be nationally recognized and have sustained research and publication
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 - **Grants**
 - Well funded on grants (>90%) and plays a leading role in some capacity in grants or projects
- **Teaching**
 - No teaching expected
 - Mentoring: Expected to serve on dissertation committees in BIOS and in other departments
- **Practice (Service):**
 - **Department/School/UNC**
 - Sustained, solid contribution to departmental service; good departmental citizen*
 - **Profession:**
 - Must demonstrate sustained contributions in professional service
 - **Community/Public Service**
 - None expected
 - Public Service is valued.
 - **Other**
 - Reserved only for those who have demonstrated sustained achievement and outstanding character
 - Need to be nationally recognized

Fixed Term: Associate to Full (Clinical Teaching)

- **Scholarship**
 - **Publications/Scholarly Products:**
 - At least 20 (cumulative) publications and/or scholarly products (minimum of 12 must be peer reviewed publications in journals)
 - **Grants/Funding**
 - No major expectations, though grants related to teaching are possible and viewed positively
- **Teaching/Clinical Practice**
 - Demonstrated commitment to inspire colleagues and graduate students to greater achievement with respect to teaching and identification of best practices
 - Nationally recognized as a model or teacher of excellence in educational practice
 - Substantial new course development or revision of existing courses
 - At least 5 years of teaching experience at Associate level with minimum average teaching load of 3 courses/year (2/year if grant funding exceeds 25%, serving as the Director of Undergraduate Studies counts as 1 course/year)
 - Demonstrated excellence in mentoring of undergraduate (and, optionally, graduate) students; Mentorship of junior colleagues in teaching
- **Practice (Service):**
 - **Department/School/UNC**
 - Success in leadership roles on educational committees or task forces; good departmental citizen*
 - **Profession:**
 - Leadership roles on educational committees or task forces
 - **Community/Public Service**
 - None expected.



Fixed Term: Associate to Full (Clinical- Practice)

- **Scholarship**
 - **Publications/Scholarly Products:**
 - Clear track record of leadership in collaborative health science
 - Record of service as lead statistician (PI or Co-PI) for at least 2 large-scale grants/contracts
 - 50-60 scholarly products (at least 30 peer-reviewed publications)
 - At least 4-6 of the peer-reviewed articles must be first-authored
 - **Grants/Funding**
 - Excellent funding on grants (>95%); 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

- **Teaching**
 - No teaching expected
 - Mentorship of junior colleagues in collaborative health science research
- **Practice (Service):**
 - **Department/School/UNC**
 - Sustained, solid contribution to departmental service; good departmental citizen*
 - **Profession:**
 - * 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
 - **Community/Public Service**
 - None expected
 - **Other**
 - National recognition as a leader in collaborative health science research

* From the School's APT manual: "All faculty are expected to conduct themselves in a professional manner in all circumstances and interactions. More specifically, faculty members are expected to follow principles of inclusion, respect, civility, tolerance and acceptance that support the values of diversity in the School. They are also expected to maintain high moral and ethical standards and standards of professionalism in their scholarship and relationships with faculty colleagues, students, university staff, and the public."