The UNC Department of Maternal and Child Health's Expectations for Promotion and Tenure

The Department of Maternal and Child Health (MCH) informs public health policies, programs, and practices through its scholarly research, practice and teaching. MCH is a multidisciplinary profession that incorporates the traditional fields of public health (epidemiology, health behavior, health policy, etc.), along with more practice-oriented professions (medicine, psychology, nursing, nutrition, social work, etc.).

In 1912, as the Flexner report was stimulating the reorganization of medical training, federal legislation established the Children's Bureau to promote MCH as a focus for public health practice. In 1947, the Children's Bureau funded the first MCH training grant in schools of public health. Four universities – Harvard University, the University of California at Berkeley, the University of North Carolina at Chapel Hill, and Johns Hopkins University – received grants from the Children's Bureau to establish MCH departments within their Schools of Public Health. The primary goal of these departments was to train administrators with a public health and child/family focus for the new programs being developed in the states under Title V of the Social Security Act.

After that, MCH training programs proliferated across the country. While remaining true to their original mission to train public health practitioners, MCH programs and our department have strengthened their academic training for students interested in careers in research, evaluation, and teaching. As a result, the UNC Department of Maternal and Child Health appointment and promotion guidelines reflect our ongoing departmental emphasis on a scholarly approach to research, practice and training. Our standards are high and commensurate with our Department's commitment to being the best of its type in the country.

In the Department of Maternal and Child Health, faculty in all tracks mentor students and often engage in classroom teaching. The extent of classroom teaching varies depending on levels of external funding, administrative responsibilities in the department, and requests from the Chair. Given our focus on both research and practice, the Department also values a wider range of scholarly products for practice-focused faculty. Scholarly products include peer-reviewed publications in scientific journals that are highly regarded in the field, as well as technical reports, book chapters, software, digital media, or similar products.

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Tenure Track: Assistant to Associate:

- o **Scholarship**
  - **Publications/Scholarly Products:**
    - An annual average of 4 or more scholarly products. Typically, the faculty member will have a minimum of 20 publications/products when put forward for promotion.
    - First or senior author on approximately half of these products (supervision of a student lead author counts as first authorship).
    - Demonstration that scholarly products other than peer-reviewed publications or book chapters have had, or have the potential to have, an important impact on MCH research, teaching, practice, or state, federal, or international policies, programs or practices (e.g., reports for government agencies concerning how best to organize MCH services, etc.).

  - **Grants and Contracts:**
    - By the time of promotion, approximately 50% or more of salary externally funded (less for faculty with substantial administrative responsibilities). The Department considers the average percentage of salary funded over the time period under consideration.
    - Demonstrated history of funding and high probability of continued future funding.
    - Serve as the PI (or lead investigator) on at least 1 multi-year grant or contract, regardless of funding source.

- o **Teaching**
  - Teach equivalent of 1 (3-credit hour) course per year as lead instructor, or 2 (3-credit hour) courses per year as co-instructor. Teaching load may vary depending on research, external funding, practice, time in rank, or administrative loads, as approved by the Chair.
  - Serve as primary mentor for 4 or more graduate students per year. The number may vary depending on Master's/doctoral composition of mentees.
  - Mentor 1 or more students for whom they are not a primary mentor by serving as readers for Master's papers and by serving on doctoral committees for MCH and/or non-MCH students.

- o **Practice (Service)**
  - **Department/School/UNC:**
    - Engage in service. Serve on at least one committee.
    - Participate in faculty meetings and other department events.
  - **Profession:**
    - Engage in service (e.g., journal or grant reviews, engagement with professional organizations).
  - **Community/Public Service:**

- Engagement with community service and/or the public is valued and encouraged.

Tenure Track: Associate to Full:
- ○ **Scholarship**

  - **Publications/Scholarly Products:**
    - An annual average of 4 or more scholarly products. Typically, the faculty member will have a minimum of 40 publications/products when put forward for promotion.
    - First or senior author on approximately half of these products (supervision of a student lead author counts as first authorship).
    - Demonstration that scholarly products other than peer-reviewed publications or book chapters have had an important impact on MCH research, teaching, practice, or state, federal, or international policies, programs or practices (e.g., reports for government agencies concerning how best to organize MCH services, etc.).
    - National or international recognition of faculty member's contributions to the field (e.g., invitations to speak or to provide commentaries, receipt of honors, awards).

  - **Grants:**
    - Approximately 50% or more of salary externally funded (less for faculty with substantial administrative responsibilities).
    - Demonstrated sustained history of funding and high probability of continued future funding.
    - Serve as the PI, co-PI, lead investigator, or co-I on multiple multi-year grants or contracts, regardless of funding source.

- ○ **Teaching**

  - Teach equivalent of 1 (3-credit hour) course per year as lead instructor, or 2 (3-credit hour) courses per year as co-instructor. Teaching load may vary depending on research, practice, external funding, or administrative loads.
  - Serve as primary mentor for 4 or more graduate students per year. The number may vary depending on Master's/doctoral composition of mentees.
  - Chair 1 or more doctoral committees (completed or in-process).
  - Mentor multiple students for whom they are not primary mentor by serving as readers for Master's papers and by serving on doctoral committees for MCH and/or non-MCH students.

- ○ **Practice (Service)**

  - **Department/School/UNC:**
    - Engage in service (e.g., journal or grant reviews, leadership roles in professional organizations).
    - Serve on more than one committee.
    - Participate in faculty meetings and other department events.

- Serve on at least three faculty mentoring committees (this may vary depending on need).
- **Profession:**
    - Engage in service (e.g., journal or grant reviews, engagement with professional organizations). Service to the profession should reflect prominence in one's field or in MCH more broadly (e.g., leadership positions in relevant organizations, editor/associate editor for journals, standing member of NIH study section).
- **Community/Public Service:**
    - Engagement with community service and/or the public is valued and encouraged.

Fixed Term: Assistant to Associate Professor (Research):

- **Scholarship**
    - **Publications/Scholarly Products:**
        - An annual average of 4 or more scholarly products. Typically, the faculty member will have a minimum of 20 products when put forward for promotion. Average of products may be less depending on teaching load and administrative responsibilities, as determined by the Chair.
        - First or senior author on approximately half of these products (supervision of a student lead author counts as first authorship).
        - Demonstration that scholarly products other than peer-reviewed publications or book chapters have had, or have the potential to have, an important impact on MCH research, teaching, practice, or state, federal, or international policies, programs or practices (e.g., reports for government agencies concerning how best to organize MCH services, etc.).

    - **Grants and Contracts**

    - Approximately 80% or more of salary externally funded (less for faculty with substantial administrative or teaching responsibilities).
    - Demonstrated history of funding and high probability of continued future funding.
    - Currently serve as PI, Investigator, Evaluator, or in some other responsible capacity on one or more multi-year grants/contracts, regardless of source.

- **Teaching**
    - Teaching in this track is common and valued. To the extent that the faculty member is engaged in teaching, expectations for scholarly products or external funding may be reduced proportionately at the discretion of the Chair.
    - Teach equivalent of 1 (3-credit hour) course per year as lead instructor, or 2 (3-credit hour) courses per year as co-instructor. Teaching load may vary depending on external support, as determined by the Chair.

- Serve as primary mentor for 4 or more graduate students per year. Number may vary depending on Master's/doctoral composition of mentees.
- Mentor 1 or more students for whom they are not primary mentor by serving as readers for Master's papers and by serving on doctoral committees for MCH and/or non-MCH students.

- **Practice (Service)**
  - **Department/School/UNC**

    - Engage in service, though to a lesser extent than tenure-track.
    - Participate in faculty meetings and other department events.

  - **Profession:**

    - Engage in service (e.g., journal or grant reviews, engagement with professional organizations), though to a lesser extent than tenure-track.

  - **Community/Public Service**

    - Engagement with community service and/or the public is valued and encouraged.

Fixed Term: Associate to Full (Research)

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

    - An annual average of 4 or more scholarly products. Typically, the faculty member will have a minimum of 40 products when put forward for promotion.
    - Average of products may be less depending on teaching load or administrative roles, as determined by the Chair.
    - First or senior author on approximately half of these products (supervision of a student lead author counts as first authorship).

    - Demonstration that scholarly products other than peer-reviewed publications or book chapters have had an important impact on MCH research, teaching, practice, or state, federal, or international policies, programs, or practices (e.g., reports for government agencies concerning how best to organize MCH services, etc.).
    - Recognition of faculty member's scholarship (e.g., invitations to speak or to provide commentaries, receipt of honors, awards).

  - **Grants**
    - Approximately 80% or more of salary externally funded (less for faculty with substantial administrative or teaching responsibilities).
    - Demonstrated sustained history of external funding and high probability of continued future funding.

- Serve as PI/co-PI, Lead Investigator, Evaluator, or co-I on multiple multi-year grants/contracts, regardless of funding source.

- ### Teaching

  - Teaching in this track is common and valued. To the extent that the faculty member is engaged in teaching, expectations for scholarly products or external funding may be reduced proportionately at the discretion of the Chair.
  - Teach equivalent of 1 (3-credit hour) course per year as lead instructor, or 2 (3-credit hour) courses per year as co-instructor. Teaching may vary depending on external funding and administrative roles, as determined by the Chair.
  - Serve as primary mentor for 4 or more graduate students per year (number may vary depending on Master's/doctoral composition of mentees).
  - Chair 1 or more doctoral committees (completed or in progress).
  - Mentor one or more students for whom they are not primary mentor by serving as readers for Master's papers and by serving on doctoral committees for MCH and/or non-MCH students.

- ### Practice (Service):
  - #### Department/School/UNC

    - Engage in service, though to a lesser extent than tenure-track.
    - Serve on at least one committee.
    - Participate in faculty meetings and other department events.

    - Mentor other MCH faculty members who are junior to themselves.
    - Serve on at least two mentoring committees (this may vary depending on need)

  - #### Profession:

    - Engage in service (e.g., journal or grant reviews, engagement with professional organizations), though to a lesser extent than tenure-track.

  - #### Community/Public Service
    - Engagement with community service and/or the public is valued and encouraged.

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

- ### Scholarship
  - #### Publications/Scholarly Products:
    - An annual average of 2 or more scholarly products. Average of products may be less depending on teaching load or administrative duties, as determined by the Chair.
    - Faculty member should be first or senior author for approximately half of these products (supervision of a student lead author counts as first authorship).

- Demonstration that scholarly products other than peer-reviewed publications or book chapters have had, or have the potential to have, an important impact on MCH research, teaching, practice, or state, federal, or international policies, programs, or practices (e.g., reports for government agencies concerning how best to organize MCH services, etc.).

  - **Grants**
    - Approximately 80% or more of salary externally funded through practice, research, or other activities (less if significant teaching or administrative responsibilities).
    - Demonstrated history of funding and high probability of continued future funding.
    - Currently serve as PI, Investigator, Evaluator or in some other responsible capacity on one or more multi-year projects.

- **Teaching**

  - Teaching in this track is common and valued. To the extent that the faculty member is engaged in teaching, expectations for scholarly products or external funding may be reduced proportionately at the discretion of the Chair.
  - Teach equivalent of 1 (3-credit hour) course per year as lead instructor, or 2 (3-credit hour) courses per year as co-instructor. Teaching may vary depending on external support and administrative responsibilities, as determined by the Chair.
  - Serve as primary mentor for 4 or more graduate students per year (note: number may vary depending on Master's/doctoral composition of mentees).
  - Mentor students for whom they are not primary mentor by serving as readers for Master's papers and by serving on doctoral committees for MCH and/or non-MCH students.

- **Practice (Service)**
  - **Department/School/UNC**

    - Engage in service, though to a lesser extent than tenure-track.
    - Participate in faculty meetings and other department events.

  - **Profession:**

    - Engage in service (e.g., journal or grant reviews, engagement with professional organizations), though to a lesser extent than tenure-track.
  - **Community/Public Service**
    - Engagement with community service and the public outside of UNC-CH is valued and encouraged.

Fixed Term: Associate to Full (Clinical/Practice/Teaching)

- o **Scholarship**
  - ▪ **Publications/Scholarly Products:**
    - An annual average of 2 or more scholarly products. Average of products may be less depending on teaching load or administrative duties, as determined by the Chair.
    - Faculty member should be first or senior author for approximately half of these products (note: supervision of a student lead author counts as first authorship).
    - Demonstration that scholarly products other than peer-reviewed articles and book chapters have had an important impact on MCH research, teaching, practice, or state, federal, or international policies (e.g., reports for government agencies concerning how best to organize MCH services, etc.).
  - ▪ **Grants/Funding**
    - Approximately 80% or more of salary externally funded (less for faculty with substantial administrative or teaching responsibilities).
    - Demonstrated sustained history of external funding and high probability of continued future funding.
    - Serve as PI/co-PI, Lead Investigator, Evaluator, or co-I on multiple multi-year grants/contracts, regardless of funding source.
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- o **Teaching**
  - Teaching in this track is common and valued. To the extent that the faculty member is engaged in teaching, expectations for scholarly products or external funding may be reduced proportionately at the discretion of the Chair.
  - Teach equivalent of 1 (3-credit hour) course per year as lead instructor, or 2 (3-credit hour) courses per year as co-instructor. Teaching may vary depending on external funding and administrative roles, as determined by the Chair.
  - Serve as primary mentor for 4 or more graduate students per year (note: number may vary depending on Master's/doctoral composition of mentees).
  - Mentor one or more students for whom they are not primary mentor by serving as readers for Master's papers and by serving on doctoral committees for MCH and/or non-MCH students.

- o **Practice (Service):**
  - ▪ **Department/School/UNC**
    - Engage in service, though to a lesser extent than tenure-track.
    - Mentor other MCH faculty members who are junior to themselves.
    - Serve on at least two mentoring committees (this may vary depending on need)
  - ▪ **Profession:**

- Engage in service, though to a lesser extent than tenure-track (e.g., journal or grant reviews, engagement with professional organizations or state/local health agencies).

- **Community/Public Service**
  - Engagement with community service and/or public outside of UNC-CH is valued and encouraged.