

Expectations for Promotion and Tenure in the Department of Biostatistics

Overview

This document describes expectations for promotion and tenure in the Department of Biostatistics. The department follows standards for appointments, promotions, and tenure that are consistent with those of the Gillings School of Global Public Health, acknowledging the diversity and strength of the faculty across the different departments. Guidelines for both fixed and tenure track appointments in biostatistics are described here. These guidelines capture the department's meet-the-mark criteria for each evaluation domain spanning research, teaching, practice, and service. The ultimate decision that a candidate has met expectations for promotion or tenure, however, is based on the totality of the candidate's accomplishments, taking these criteria into account, and the impact of the candidate's career to date on the field of biostatistics and public health.

Factors that transcend the specific criteria for each faculty track and rank described herein are important for consideration in promotion and tenure. Specifically, faculty members are expected to practice good department citizenship through participation in and presence at department activities and events. Faculty members are expected to follow principles of respect, civility, and acceptance that support the values and commitment to collegiality across the Gillings' community, and the commitment to inclusive excellence established by the Gillings School (see Section II.H in the Gillings APT Manual).

Tenure Track

Promotion from Assistant to Associate Professor

Criteria for promotion from assistant to associate professor with tenure reflect the department's expectations for excellence in scholarly research, measured by both the quantity and quality of scholarly products and their impact on the field. The numbers of publications, for example, may be lower, if the impact is particularly high. Similar flexibility is applied to the other domains of funding, teaching/mentoring, practice, and service.

- Scholarship
 - Publications/Scholarly Products
 - 25-30 publications total (minimum)
 - At least 10 statistical methods papers
 - At least 6 top-tier publications; the determination of top-tier status is made based on the candidate's research area.
 - At least 5-10 health science publications
 - At least 3-5 first or senior authored publications (here and below papers first authored by a postdoctoral fellow or student advised by the faculty member are also considered first authored)
 - A record of presentations in national (and/or international) professional venues

- Grants
 - Well-funded on grants (60%+); principal investigator role not required but a plus
- Teaching and Mentoring
 - Track record of quality teaching in BIOS courses; expectation is to teach one course per academic year
 - Track record of supervising PhD students, serving on PhD dissertation committees, and serving as faculty mentor for MS and PhD students
- Service/Practice
 - Department/School/University
 - Service on Biostatistics Department standing committees is expected
 - Service on School and University committees encouraged but not expected
 - Professional
 - Some service to the larger scientific and professional community is expected

Promotion from Associate to Full Professor

Criteria for promotion from associate tenured to full tenured professor reflect the department's guidelines and expectations for continued excellence in scholarship, teaching/mentoring, practice, and service as well as demonstration of leadership in one or more of these domains. As above, flexibility is applied to appropriately weigh both the quantity and quality of scholarly products and other accomplishments.

- Scholarship
 - Publications/Scholarly Products
 - 50-60 publications total (minimum)
 - At least 20 statistical methods papers
 - At least 15 health science publications
 - At least 5-10 first or senior authored publications
 - At least 10-20 top-tier publications; the determination of top-tier status is made based on the candidate's research area
 - Must be nationally recognized in some area of statistical methodology
 - Must have sustained record of research and publications
 - A record of presentations in national (and/or international) professional venues
 - Grants
 - Well-funded on grants (60%+); plays a grant leadership role in some capacity; experience serving as PI on a grant is strongly encouraged but not required
 - Sustained record of external funding
- Teaching and Mentoring
 - Must have achieved sustained and high-quality accomplishments in teaching, with the expectation of teaching one course per academic year
 - Must have a proven and sustained track record of supervising PhD students, serving on PhD dissertation committees, and serving as faculty mentor for MS

- and PhD students
- Service/Practice
 - Department/School/University
 - A record of sustained service on Biostatistics Department standing committees
 - Service on School and University committees or task forces
 - Professional
 - Must demonstrate sustained contributions in professional service
- Other
 - Reserved only for those who have demonstrated sustained achievement and outstanding character
 - Have obtained a national reputation in biostatistics research

Post-Tenure Review

Tenured faculty undergo a post-tenure review (PTR) every five years following conferral of tenure. They are expected to maintain a level of research productivity that meets or exceeds expectations for promotion of an associate professor to full rank. They are expected to continue to demonstrate excellence and impact in their research, teaching, practice, and service throughout the post-tenure period.

Research Track

The research track within the Department of Biostatistics contains two sub-tracks: research methods and research applications. Expectations for promotion are similar but not identical for the two sub-tracks. Criteria that differ are indicated explicitly below.

Promotion from Assistant to Associate Professor

Criteria for promotion from fixed-term assistant to associate professor in the research methods sub-track reflect the department's expectations for excellence in scholarly research in both statistical methods and applications, as measured by both the quantity and quality of scholarly products and their impact on the field. Criteria for promotion from fixed-term assistant to associate professor in the research applications sub-track reflect the department's expectations for excellence in collaborative health sciences research, as measured by both the quantity and quality of scholarly products and their impact on the field. For either sub-track, the numbers of publications, for example, may be lower, if the impact is particularly high. Similar flexibility is applied to the other domains of funding, teaching/mentoring, practice, and service.

- Scholarship
 - Publications/Scholarly Products (Research Methods)
 - 25-30 publications total (minimum)
 - At least 5 statistical methods papers
 - At least 5-10 health science publications
 - At least 3 top-tier publications; the determination of top-tier status is made based on the candidate's research area
 - At least 3-5 first or senior authored publications

- A record of presentations in national (and/or international) professional venues
- Publications/Scholarly Products (Research Applications)
 - A record 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, served on at least 4 small to moderate-scale projects as the lead/senior biostatistician may be used
 - At least 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 or senior authored
- Grants
 - Well-funded on grants ($\geq 90\%$ if not teaching; $\geq 80\%$ if teaching one course per academic year), but does not need to be PI
 - Research Applications only: Submission of at least 2 grant and/or contract proposals for studies of moderate to large size or complexity as lead biostatistician, biostatistics core leader, or equivalent
- Teaching and Mentoring
 - Teaching is not required. For research track faculty who elect to teach Biostatistics courses, quality teaching is expected.
 - Expected to serve on doctoral committees in Biostatistics or other departments, mentor graduate research assistants on projects in public health science, and serve as faculty mentor for MS and PhD students
- Service/Practice
 - Department/School/University
 - Service on Biostatistics Department standing committees
 - Service on School and University committees encouraged but not expected
 - Profession
 - Some service to the larger scientific and professional community

Promotion from Associate to Full Professor

Criteria for promotion from fixed-term associate to full professor in the research methods sub-track reflect the department's guidelines and expectations for continued excellence in scholarship, teaching/mentoring, practice, and service as well as demonstration of leadership in one or more of these domains. Criteria for promotion from fixed-term associate to full professor in the research applications track reflect the department's guidelines and expectations for continued excellence in scholarship, practice, and service as well as demonstration of leadership in collaborative health sciences research. As above, flexibility is applied to appropriately weigh both the quantity and quality of scholarly products and other accomplishments.

- Scholarship

- Publications/Scholarly Products (Research Methods)
 - 50-60 publications total (minimum)
 - At least 10 statistical methods papers
 - At least 15 health science publications
 - At least 5-10 top-tier publications; the determination of top-tier status is made based on the candidate's research area.
 - At least 5-10 first or senior authored publications
 - Must be nationally recognized and have sustained research and publication records
 - A record of presentations in national (and/or international) professional venues
- Publications/Scholarly Products (Research Applications)
 - Clear track record of leadership in collaborative health science
 - 50-60 scholarly products total (minimum)
 - At least 30 peer-reviewed publications
 - At least 4-6 of the peer-reviewed articles must be first or senior authored
 - A record of presentations in national (and/or international) professional venues
- Grants (Research Methods)
 - Excellent funding on grants ($\geq 90\%$, if not teaching; $\geq 80\%$ if teaching one course per academic year) and plays a leading role in some capacity on grants or projects
- Grants (Research Applications)
 - Excellent funding on grants ($\geq 90\%$, if not teaching; $\geq 80\%$ if teaching one course per academic year)
 - Demonstrated excellence in research leadership through performance 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 SPORC or other center grant, or biostatistics core director or equivalent) and as the statistician of record on the grant/contract application for at least one of these
- Teaching and Mentoring
 - Teaching is not required. For research track faculty who elect to teach Biostatistics courses, quality teaching is expected.
 - Expected to serve on doctoral committees in Biostatistics and other departments, mentor graduate research assistants on projects in public health science, and serve as faculty mentor for MS and PhD students
- Service/Practice
 - Department/School/University
 - A record of sustained service on Biostatistics Department standing committees
 - Service on School and University committees or task forces

- Profession
 - Must demonstrate sustained contributions in professional service
- Other
 - Reserved only for those who have demonstrated sustained achievement and outstanding character
 - Research Methods: National recognition for biostatistics and health sciences research
 - Research Applications: National recognition as a leader in collaborative health science research

Teaching Track

Promotion from Assistant to Associate Professor

Criteria for promotion from fixed-term assistant to associate professor in the teaching track reflect the department's expectations for dissemination of knowledge and skills to students, health professionals, and the public through excellence in teaching. Candidates must demonstrate that they are fulfilling important teaching needs of the department through high-quality teaching, novel or innovative curriculum development, excellent administrative contributions, significant program development or enhancement, and/or publishing on teaching. As for the other tracks, both quantity and quality of contributions and their impact on public health are important to the evaluation for promotion. The numbers of publications and scholarly products, for example, may be lower, if the impact is particularly high.

- 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), a minimum of 6 must be peer-reviewed publications in journals, and at least 1 as first or senior author
 - Grants
 - No major expectations, though grants related to teaching are possible and viewed positively
- Teaching and Mentoring
 - 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/or graduate students
- Service/Practice
 - Department/School/University
 - Service on educational committees and/or task forces at the department, school, and/or university level
 - Profession

- Service in promoting the practice of teaching or other professional service as relevant
- Other
 - Continued faculty development activities related to educational and leadership skills

Promotion from Associate to Full Professor

Criteria for promotion from fixed-term associate to full professor in the teaching track reflect the department's guidelines and expectations for continued excellence in teaching, program administration, curriculum development, and mentoring, as well as leadership in one or more of these domains. The quantity and quality of contributions and their impact on public health are appropriately weighed in applying the promotion criteria detailed below.

- Scholarship
 - Publications/Scholarly Products
 - At least 20 publications and/or scholarly products, a minimum of 12 must be peer reviewed publications in journals, at least 2 as first or senior author
 - Grants
 - No external funding is expected, but grants related to teaching are possible and viewed positively
- Teaching and Mentoring
 - 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/or graduate students; Mentorship of junior colleagues in teaching
- Service/Practice
 - Department/School/University
 - Experience in leadership roles on educational committees or task forces within the School and University
 - Profession
 - Participation on regional or national educational committees or task forces
- Other
 - National recognition as a leader in biostatistics education in health science settings

9 Aug 2023