



Department of Pathology & Immunology Promotion Criteria Guidelines--Research Track

Faculty on the Research Track are involved in basic biomedical investigation, clinical, and/or educational investigation and must meet a standard of excellence based upon research accomplishments. The primary focus of Research Track faculty is to facilitate and support the overall research mission of Washington University, rather than to develop independent programs. In this capacity, Research Track faculty typically conduct research in collaboration with other investigators or groups of investigators. They provide the experience, expertise and leadership needed for the efficient running of core laboratories and are frequently responsible for introducing novel and technically demanding research technologies and making them available to a broad range of faculty.

All Research Track faculty will receive one-year renewable appointments. Written notice that an appointment is not to be renewed shall be given to the faculty member in advance of the expiration of his/her appointment in accordance with Section IV.B.4 of the Academic Freedom, Responsibility, and Tenure document. Notice of renewal that is different from the default requirements of Section IV.B.4 may be agreed to in writing between a department and a Research Track faculty member.

Excellence in research is the major criterion for appointment and promotion for faculty on the Research Track, although other activities may also be considered. More specific criteria for appointment and promotion to each rank on the Research Track are set forth below.

Criteria	APGAR Document Criteria	Examples of Metrics for Assistant Professor Note: these are examples, this is not a checklist	Examples of Metrics for Associate Professor Note: these are examples, this is not a checklist	Examples of Metrics for Professor Note: these are examples, this is not a checklist
Scholarly Activities	Authorship of original publications in peer reviewed journals. The number of publications is considered; however, of more importance is the quality of the body of work as evidenced by the sources of publication and by the national and international impact on the contributions. This scholarly recording of the investigator's work	<ul style="list-style-type: none"> Contributions to basic, clinical, or translational research Development of new methods or technologies (e.g. named co-inventor on a patent, listed as key contributor in OTM) 	<ul style="list-style-type: none"> Contributions to basic, clinical, or translational research Development of new methods or technologies (e.g. named co-inventor on a patent, listed as key contributor in 	<ul style="list-style-type: none"> Contributions to basic, clinical, or translational research Development of new methods or technologies (e.g. named co-inventor on a patent, listed as key contributor in OTM new technology filings)

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	<p>is the major criterion that establishes academic credibility. Research Track faculty are expected to have significant intellectual contributions to this work but are not expected to have initiated and lead the research effort.</p> <p>a. Contributions to programs that have extramural peer-reviewed financial support for basic and/or clinical investigation. Research Track faculty are expected to have made important contributions to successful grant applications, though not necessarily as the Principal Investigator.</p> <p>b. Other evidence of research and scholarly accomplishments that may be considered include authorship of textbooks, book chapters and scholarly reviews acknowledged in the specialty, as well as authorship of “nontraditional” educational</p>	<p>new technology filings)</p> <ul style="list-style-type: none"> • Co-author of peer-reviewed publications (not necessarily first or last author) • Contributions to grant applications (e.g. providing data) 	<p>OTM new technology filings)</p> <ul style="list-style-type: none"> • Contributions to grant applications (e.g. providing data) • Co-investigator or principal investigator of industry sponsored funding • Co-author of peer-reviewed publications (not necessarily first or last author) • Leadership of a Core Facility, program, or departmental initiative • Special consideration would be given to publications in which faculty are first or last author • Evaluation of Scopus h index 	<ul style="list-style-type: none"> • Contributions to grant applications (e.g. providing data) • Co-author of peer-reviewed publications (not necessarily first or last author) • Co-author of research, chapters, reviews, or textbooks • Participation or leadership in multicenter studies • Co-investigator or principal investigator of industry sponsored funding • Evaluation of Scopus h index • Development of nationally recognized database or research software

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	materials (such as health agency publications and computer programs) or research materials (such as development of databases and research software).		<ul style="list-style-type: none"> • Development of database or research software 	
Evidence of Local, Regional and National Recognition	Evidence of Local, Regional and National Recognition	<ul style="list-style-type: none"> • Reviewer for peer-reviewed journals 	<ul style="list-style-type: none"> • Invitation as a speaker at meetings • Invited to draft a review article • Editorial review assignments • Co-organizer of regional, national, and international meetings • Reviewer for peer-reviewed journals • Participation on university committees (such as IRB or IBC) 	<ul style="list-style-type: none"> • Invitation as a speaker at meetings • National awards for research or innovation • Election to membership and positions of leadership in professional societies • Editorial board member, reviewer for peer-reviewed journal • Membership on study sections (local, regional, or national) • Consultative positions with various government and private agencies (e.g., study sections, foundations,) • Co-organizer of regional, national, and international meetings

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				<ul style="list-style-type: none"> • Editorial board member, reviewer for peer-reviewed journal • National reputation as an expert in field of investigation • Nationally recognized for investigative excellence in his/her field
Administration & Teaching	Administration and teaching (including mentoring) in Medical School, hospital, departmental, divisional, program, or University activities are not obligatory responsibilities for Research Track faculty but can nonetheless be considered as a positive factor in promotion.	<ul style="list-style-type: none"> • Teaching postdocs, graduate students and lab techs 	<ul style="list-style-type: none"> • Teaching postdocs, graduate students and lab techs • Teaching or assisting (lectures, courses, seminars) • Mentorship (mentor for medical student, graduate student, clinical or postdoctoral fellow or junior faculty research projects, thesis committee member) • Speaking to lay populations about 	<ul style="list-style-type: none"> • Teaching postdocs, graduate students and lab techs • Participation as a mentor in training grants or K-awards • Mentorship of junior faculty (a primary mentoring relationship, including formal documentation of mentoring) • Teaching awards • Quality may be measured by evaluations and success of the courses/programs

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			field of research or expertise	for which the faculty member was a leader. <ul style="list-style-type: none"> • Publications with mentees