

**Standards of Competence and Performance for Research Track
Faculty
Department of Anesthesia
February 2018**

Standards of competence and performance for research track faculty, as specified by the University of Iowa Operations Manual Section III.10.10.d, and the College of Medicine Policies and Procedures Concerning Faculty Appointments, Evaluation and Promotion Revision 10, Approved by Provost 5/19/95, Updated as approved 8/15/95, Approved by Provost and faculty December, 2008 (research track), Approved by Provost November 2010 (appendix VI revised).

Background: The research track faculty appointment is non-tenure track and is different than the research scientist track. The research track appointment is designed for individuals with demonstrated excellence in research and evidence of independence. Research track faculty may or may not choose to participate in nonclinical service and teaching outside of the laboratory setting. A research track appointment must be tied to a specific funding stream, but is not tied to departmental resources or space. This track is not intended for those who function solely as senior laboratory managers. It is possible for research track faculty to apply for tenure track faculty positions under appropriate circumstances.

Standards: In order to maintain continued eligibility for appointment in the Department of Anesthesia, Carver College of Medicine and the University of Iowa, the salaried research track faculty member must:

1. Demonstrate high-level competence as a research investigator. Competence as a researcher will be established by review of research credentials and accomplishments by a departmental review committee. This requirement is the same as for other salaried faculty members who do research, or provide research service, including faculty with tenure track appointments (see College of Medicine Policies and Procedures Concerning Faculty Appointments, Evaluation and Promotion) and include:
 - Research funding streams, preferably with the research track faculty member as Principal Investigator or Co-Investigator. Research funding can be both intramural and extramural, but cannot include General Education funds (account 050).
 - Research productivity, as measured by peer-reviewed publications and invited review articles.
 - Research visibility, as measured by invitations for peer review. These include invitations for grant review (local, regional or national) and invitations for manuscript review (ad hoc reviews or participation on

editorial boards). Invitations to present research findings at workshops and conferences also represent evidence of research visibility.

- Record of complying with all NIH, institutional and departmental regulations and policies that pertain to research.
2. Perform assigned research responsibilities as developed on an annual basis between the research track faculty member and department or administrative unit that provides salary support to the research track faculty member and for which the faculty member has assigned research duties.
 - Compliance with assigned duties will be determined on an annual basis. Assigned duties may include grant submissions, manuscript submissions, and instruction of research trainees. Assigned duties may also include participation on thesis committees, research-related departmental and institutional committees, or research core oversight committees.

Comply with section III.15 of the University of Iowa Operations Manual (Professional Ethics and Academic Responsibility) as well as all other University policies relevant to faculty activities and behavior (e.g. II.4.1 University Policy on Sexual Harassment; II.18 Conflict of Interest Policy).

3. Comply with any additional written standards of the Department of Anesthesia, as long as these have been approved by the Dean, and as long as these were in effect at the time of appointment, or at the time of subsequent contract renewal of the affected faculty member.

Appointment in the Research Track: The evaluation of a candidate for appointment as a research track faculty member will be made by a departmental committee appointed by the Departmental Executive Officer. This committee will advise the Department Head on suitability of the candidate for this track, appropriate rank, and other matters relating to the appointment. Consideration will include:

1. The candidate's educational and professional history
2. The candidate's research productivity and scholarship, including
 - the candidate's CV and personal statement on productivity and scholarship
 - the candidate's publication record
 - the candidate's record of grant funding
 - documentation of peer evaluation of the candidate's productivity and scholarship

- other materials related to the candidate's productivity and scholarship
3. Initial appointments cannot be for a period longer than current support for that faculty member is available.

Annual Reviews and Consideration for Reappointment in the Research Track:

Research-track faculty will be reviewed annually by the supervising faculty member, Vice-Chair for Faculty Development, and Head of the Department according to written standards of competence and performance defined by the Department of Anesthesia and College Medicine

1. Re-appointments are only to be made if the research faculty member has consistently performed in a satisfactory manner during the prior period of appointment.

Consideration for Promotion in the Research Track: Consideration for promotion in the research track will follow Institutional and College of Medicine procedures. Decisions will be based upon:

1. The candidate's educational and professional history, including any honors, awards or outstanding achievements
2. The candidate's research productivity and scholarship, including
 - a. the candidate's personal statement on productivity and scholarship, including comment on accomplishments and future plans
 - b. the candidate's publication record, with an emphasis on first and senior authored papers
 - c. the candidate's record of grant funding, with emphasis on PI status
 - d. documentation of internal and external peer evaluation of the candidate's productivity and scholarship
 - e. documentation of research visibility including invitations for peer review (grants and manuscripts) and invitations to present research findings at workshops and conferences
 - f. other materials related to the candidate's productivity and scholarship, including those specified in I.B.(3)(d) in the Carver College of Medicine Research Track Promotion Decision Making policy document
3. Although neither nonclinical service nor teaching outside of the laboratory setting is a requirement for promotion in the research track, the candidate may provide a description of such activities for evaluation. Such documentation may include:
 - a. the candidate's personal statement on teaching or service
 - b. documentation of peer evaluation of the candidate's teaching or

service, if applicable

- c. other materials related to the candidate's teaching or service, including those specified in I.B.(3)(c); and (e) in the Carver College of Medicine Research Track Promotion Decision Making policy document
4. Supplementary material may be added to the Promotion Record as expressly provided in these or collegiate procedures, and entered in the appropriate section of the Record. Materials added to the original dossier or materials in the original dossier that are amended, should be labeled as such, including the date when added or amended and with amendments clearly marked.