

Standards of Competence and Performance for Research Track Faculty
Department of Radiation Oncology
July 2018

This document addresses 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 6/10/02.

Background

Research track faculty differ from the research scientist track staff which are not faculty. It is a category of faculty appointment and not intended for those who function solely as laboratory managers or who have not developed an extramurally funded research program. The research track is designed for researchers who have achieved or are expected to achieve the level of scholarly independence required for promotion within the research track. Appointment to the research track requires evidence of potential to perform and function as an independent investigator, as evidenced by funding and publications. Thus, appointment to the research track requires extramural funding, preferably with the faculty member as principal investigator, and its continuation requires maintaining this funding. Faculty members on the research track may choose to participate in service and teaching within the guidelines of the policy, but neither is required for advancement and promotion. It is possible for faculty on the research track to apply for a tenure track position.

In order to continue as a faculty member on the research track in the Department of Radiation Oncology, Carver College of Medicine, the faculty member must:

1. Demonstrate competence as a researcher. There must be a funding stream, preferably with the researcher as principal investigator for promotion. Competence as a researcher will be established by review of research and scholarly productivity by the Executive Committee of the department with the review led by the Director of Free Radical and Radiation Biology. This is identical to reviews performed for all salaried faculty including faculty with tenure track appointments (see College of Medicine Policies and Procedures Concerning Faculty Appointments, Evaluation and Promotion, e.g. I.A.1.d), and includes evaluation of the following activities:
 - Participation in the peer review process, for example, by serving as an ad-hoc reviewer for professional journals or by reviewing internal or external grants.
 - Comply with Departmental and Institutional policies and programs for peer review of research cases.

- Maintain research productivity including grant funding streams both intramural and extramural as well as scholarly publication.
2. Perform and make progress on research goals as developed on an annual basis by the research faculty member and Executive Committee as supported at the annual review. This includes research productivity as assessed as part of the annual review process.
 3. 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; 11.18 Conflict of Interest Policy).
 4. Comply with any additional written standards of the Department of Radiation Oncology, as long as these have been approved by the Dean and were in effect at the time of appointment or at the time of subsequent contract renewal of the affected faculty member.

Approved by Department faculty 3/28/2018

Approved by the provost's office