

NON-TENURE – RESEARCH TRACK

Non-tenure track (NTT) **research faculty have the responsibility of conducting research and performing scholarly works that advance the work of the academic unit.** The institution has developed general guidelines for appointment and promotion of faculty at different academic ranks in all non-tenure tracks, as well as a promotion timetable (http://provost.missouri.edu/faculty/tenure_nonregular.html).

Guidelines: Academic units should provide guidelines for the minimal standards of performance in research that should be achieved prior to nomination for promotion to associate or full research professor. These guidelines will provide the basis for recommendations made by the academic unit. An essential component of the evaluative process regarding a candidate’s suitability for promotion in academic rank is appraisal of his/her potential to continue to meet expectations of sustained, meaningful activity in the area of primary responsibility. In keeping with University policy (Collected Rules and Regulations 310.035 Non-Tenure Track Faculty, Executive Guideline No. 35, revised 05-21-08, revised 04-12-10, revised 6-17-10), the following must be considered for NTT appointments.

Unlike tenured and tenure track faculty, whose performance is evaluated based on their contribution to research, teaching, and service, **the performance of NTT faculty should be evaluated on the primary responsibility of the NTT appointment as well as service and professional activities related to that primary responsibility.**

There is no prohibition for NTT faculty to be involved in multiple duties related to research, teaching, or service. However, decisions regarding hiring, continuation of employment, and evaluation of NTT faculty performance should relate to the primary purpose of their appointment as defined by category and not be based on all three criteria. Only tenured and tenure track faculty should be hired, evaluated, and promoted based on all three criteria.

Eligibility for promotion into the research track: Postdoctoral fellows and Research Scientists/Academic who have shown potential to meet the qualifications for a Research Assistant Professor may be promoted into the rank of Research Assistant Professor with approval from their departmental faculty appointment, promotion and tenure committee, department chair and the School of Medicine dean.

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Faculty Title	Research Assistant Professor	Research Associate Professor	Research Professor
Degree requirements	Appropriate terminal degree for appointment	Appropriate terminal degree for appointment	Appropriate terminal degree for appointment

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Faculty Title	Research Assistant Professor	Research Associate Professor	Research Professor
<p>Research, scholarship and/or creative work</p> <p>Multiple forms of scholarship are acceptable and should correspond closely to the candidate's chosen area of academic emphasis:</p> <ul style="list-style-type: none"> • Research Focus – role as independent or significant collaborator in an independent project. • Education Focus – demonstrate leadership role and superior outcomes for the educational program which must be rated as excellent to outstanding by peers and learners with evidence of continuous quality improvement to the program. • Clinical Focus – demonstrate leadership role and superior outcomes in a clinical program including implementation and evaluation of quality improvement initiatives. • Clinical Investigation Focus – demonstrate leadership role in clinical trial activities with demonstration of independent scholarly contribution resulting from these activities. <p>For all focus areas of research and scholarship, results must:</p> <ul style="list-style-type: none"> • Be peer-reviewed • Be widely disseminated in appropriate forums • Lead to advances in knowledge in that area 	<ul style="list-style-type: none"> • The candidate will have research contributions/ training of such quality that they are likely to contribute to the academic mission of the school. • The candidate will spend most of their effort in the research setting and are capable of independently carrying out a research project with appropriate mentorship from the PI of the laboratory. • The candidate will learn to write and submit grants compatible with the ongoing research program of the PI and under the direction of the faculty mentor. 	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • carry out independent and original scholarly work that makes a significant contribution to new knowledge • be recognized by peers at the national level for the quality and creativity of his/her scholarly work • have received sufficient peer-reviewed external funding for ongoing scholarly work <p>Excellence can be documented by:</p> <ul style="list-style-type: none"> ○ significant and continuous publications as primary or senior author on work conducted while on faculty at MU in peer-reviewed journals with high editorial standards ○ sustained peer- reviewed external funding to support scholarly efforts ○ participation in CME as teachers 	<p>The candidate will be expected to:</p> <ul style="list-style-type: none"> • earn national and/or international recognition as a leading authority in his/her field. • have continued excellence in independent and original scholarly work • demonstrate excellence in scholarship <p>Excellence can be documented by:</p> <ul style="list-style-type: none"> ○ sustained peer- reviewed external funding to support scholarly efforts ○ significant and continuous publication record as primary or senior author on work conducted while on faculty at MU in peer-reviewed journals with high editorial standards ○ collaborative scholarly work leading to peer-reviewed publications and peer-reviewed external funding ○ national/international recognition for scholarly work, as evidenced by the following contributions: <ul style="list-style-type: none"> • invited reviews/book chapters • frequent invited presentations of scholarly work (symposia, seminars) • appointment to editorial boards or as editor, co-editor, associate editor of scientific journals or books • appointments or receipt of awards that require evaluation of professional competence • evidence of leadership in the field of scholarly achievements ○ participation in CME as an authority in their field

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Faculty Title	Research Assistant Professor	Research Associate Professor	Research Professor
Teaching, advising, and serving as a mentor and role model	Not required	Not required	Not required
Service	Not required	Not required	Not required