

METRICS

(RESEARCH) TRACK

ASSOCIATE PROFESSOR

A faculty member who has established an independent or collaborative, productive research program, with a reasonable assurance of continuity or productivity. The individual must have a national reputation in his/her area of research, and a demonstrated commitment to diversity, equity and inclusion. Teaching, advising, and/or mentoring and service contributions to the University, its affiliates or the profession will be given positive consideration where a substantial role can be documented.

METRICS

INDEPENDENT OR COLLABORATIVE, PRODUCTIVE RESEARCH PROGRAM

Peer-reviewed publications arising out of your research program.
Can be a part of a multi-site study.
Prefer to see first/last author (per norms for your field).
Can collaborate on research as methodology/technology creator.

NATIONAL REPUTATION IN YOUR AREA OF RESEARCH

Participation in national professional societies including leadership roles.
Organizing sections for conferences.
Invited presentations at national conferences.
Editorial board membership on peer-reviewed journals.
Service on national grant review committees.
National awards for research.
Creating research methodologies used by researchers in your field.
Outside referees attest to your national reputation.

GRANT FUNDING

No specific requirement for a particular \$ amount.
Can be government/corporate and/or private foundation grants.
Normally expect to see peer-reviewed grants for gov't funds.
Can be PI/Co-PI on a grant or play a role in research methodology and/or group collaboration for the research project.
Can be PI/Co-PI/Site Investigator or subcontract PI of multi-site study.

PROFESSIONAL SERVICE

Work on study sections.
Membership in professional societies (national).
Creating methodology/technology used by other researchers in your field.

DIVERSITY, EQUITY AND INCLUSION*

Research in health disparities/DEI; engage BIPOC investigators; scholarship related to health disparities/DEI; enroll diverse populations in research studies.
Lead DEI for society organizations, serve on committees focused on DEI; develop inclusive governance policies and pathways to leadership for BIPOC faculty; advance faculty equity in salary, promotion and leadership.

Departments should note that these metrics are for guidance. Individual departments may have further, specific metrics that they require for their faculty in these tracks. All DEI-related work not explicitly listed will be regarded positively by the CMFA.

**Diversity, Equity and Inclusion criteria will not go into effect until July 1, 2024*