

METRICS

(RESEARCH) TRACK

PROFESSOR

A faculty member who has established an independent or collaborative program of high-quality productive research program support by sustained, significant, external, peer-reviewed grants and who has continued to demonstrate research productivity since the previous appointment or promotion. For faculty in disciplines where collaborative, team-based research is the norm, the contribution should be substantive and distinct. A demonstrated commitment to diversity, equity and inclusion is required. An international reputation for research in his/her area of expertise is required. Teaching, advising, and/or mentoring and service contributions to the University, its affiliates and the profession will be given positive consideration where a substantial role can be documented.

METRICS

INDEPENDENT OR COLLABORATIVE, HIGH QUALITY PRODUCTIVE RESEARCH

Peer-reviewed publications arising out of your research program.
Can be a part of a multi-site study.
Senior authorship required (first/last author (per norms for your field)).
Can collaborate on research as methodology creator but your contribution must be substantive and distinct from the other researchers. You can show this by presenting your research methodology/technology nationally/internationally.

INTERNATIONAL REPUTATION IN YOUR AREA OF RESEARCH

Participation in international professional societies including leadership roles.
Organizing sections for conferences.
Invited presentations at international conferences.
Editorial board membership on peer-reviewed journals.
Service on national or international grant review committees.
National/international awards for research.
Creating research methodologies used by researchers in your field.
Outside referees attest to your international 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 if playing a significant role in research methodology and/or group collaboration for the research project. Role must be substantive (not merely supportive) and distinct.
Can be PI/Co-PI/Site Investigator or subcontract PI for multi-site study.

PROFESSIONAL SERVICE

Leading study sections.
Membership in professional societies (international).
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*