Office of Academic Affairs

Rachel Applegate, Assistant Vice Chancellor for Faculty Affairs

Excellence in Research
Agenda

Welcome

Supporting developing research: OVCR

Campus criteria
  Overview-Expectations
  Don’t forget: satisfactory in teaching and service (tenure-track)

Key points:
  - Independence: Research roles
  - Trajectory: emerging or achieved national reputation
  - Impact
  - Interdisciplinary? Team? Community-engaged? Unusual for your unit?

Documentation

Process: Levels of review
  External reviewers
  Department; Chair
  School; Dean
  Campus; EVC, Chancellor, President
Overview

Criteria for Excellence in Research

Here: Campus level!

Consult department and school criteria
Faculty classifications and research

Tenure-track: from assistant to associate + tenure  
also satisfactory in teaching and service

Tenure-track: from associate to full (with or without tenure)  
also satisfactory in teaching and service

Research track: from assistant to associate research scientist  
from associate to full  
no teaching  
service as unit requires

Tenure is not voluntary

Promotion is voluntary
For tenure track: from campus guidelines

| Associate Professor Tenure Track<sup>2</sup> | Record of nationally and/or internationally disseminated and peer reviewed scholarship
| Emerging national reputation |
|------------------------------------------|--------------------------------------------------------------------------------|
| Professor Tenure Track<sup>2</sup>       | Record of nationally and/or internationally disseminated and peer reviewed scholarship.
| A sustained national reputation as demonstrated by a well-established and cumulative body of work in rank. Special circumstances where scholarly productivity has been interrupted can be considered. |
For research scientists/scholars

<table>
<thead>
<tr>
<th>Associate Research Professor, Associate Scientist/Scholar</th>
<th>Record of nationally and/or internationally disseminated and peer-reviewed scholarship and/or grants in research; evidence of substantial research contributions to the discipline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Research Professor, Senior Scientist/Scholar</td>
<td>Record of sustained, nationally and/or internationally disseminated and peer reviewed scholarship and/or grants in research; evidence of independent work; evidence of substantial research contributions to the discipline</td>
</tr>
</tbody>
</table>

[Chart for guidelines]
Key points in discerning excellence

- Trajectory .... Time in rank
- Independence
- Impact
Trajectory

For promotion to associate tenure-track: an emerging national reputation

On the one hand:
Reputation is built on EVERYTHING you have done

On the other hand:
What have you done for me lately?

Build a narrative in your candidate statement that shows your past, present and future
Does prior work count???

- YES and NO.
  - For tenure: \textit{trajectory}
  - For full: \textit{national reputation}

"For faculty, publications and presentations in rank at another institution prior to appointment at IUPUI will be considered part of the candidate’s record. The overall pattern of \textit{productivity over time} will be scrutinized, with emphasis place[d] on recent work and \textit{scholarly trajectory}” (p. 29)

"In many cases, it is understood that \textit{national reputation} depends, in part, on \textit{foundational work} that may have occurred earlier in the candidate’s career.”

You build as you go AND

You can’t stop in place
Independence

Be the fisher.....

YOU CAN GIVE A CAT A FISH, AND HE'LL EAT FOR A DAY

OR YOU CAN TEACH A CAT TO FISH, AND HE'LL SIT IN HIS BOAT, POUTING ALL DAY BECAUSE NOBODY GAVE HIM ANOTHER FISH
Independence

Member of lab
Do what you’re told
Co-author with mentor

First real job
You will need to show that you are progressing from doing-what-you-are-told To Telling-what-needs-doing

Tenure and/or promotion

Head of lab
Tell others what to do
Lead author
Path to independence: **Single-author**

Dissertation

Publishing chapters or books from dissertation

**Articles in middle-range journals**

Chapters or books that extend beyond dissertation

**Articles in leading journals**

*Depends on your discipline’s method of scholarly dissemination*
Path to independence: **Multi-author, grants**

- Unnamed staff
- Consultant
- Key personnel // co-Investigator
- Training/early career grant PI*
- Co-PI, PI major grant*

*major role in grant, major percent of effort covered by grants*
Path to independence: Multi-author, publications

Student co-author with lab director

3rd or lower-listed author, with lab director

Lower-listed author, with others not at Ph.D. institution

Corresponding author

Lead author

Depends on your discipline’s method of scholarly dissemination
Documenting independence

**Candidate statement**: Vivid, knowledgeable and assured description of YOUR own research agenda—your ideas and projects.

**CV, publication**: Progression from being-a-student-co-author, to being a lead or leading or communicating author; having student co-authors
   - Publishing with people OTHER than mentor
   - Publishing items where the science has markedly progressed beyond dissertation or post-doc work.

**CV, grants**: Progression from project staff (unnamed), consultant / key personnel (named), co-I, then PI or co-PI

**External affirmation**: Description of your role from collaborators
What do you mean by “impact”?

**Proxies** for impact of your work:
- Peer-review
- Prestige of venue
- Receipt of funding

**Direct evidence** of impact of your work:
- Citations
- Downloads
- Use in teaching or industry
- Knowledge/reputation
Rachel Applegate
Indiana University Purdue University Indianapolis
Verified email at iupui.edu

Google Scholar
H-index
Impact factors:
  Quick, and

DIRTY:
  Incomplete
  Rigidly traditional
Metrics: can be confusing

- level
  - Article/item
  - Journal as a whole
  - Author

- type
  - Citations
  - Web analytics
  - Social media analytics

- context
  - Discipline
  - Purpose of work
  - Audience
Support available

IUPUI University Library
Center for Digital Scholarship

http://ulib.iupui.edu/digitalscholarship/impact
digschol@iupui.edu

Heather Coates, hcoates@iupui.edu

Jere Odell, jdodell@iupui.edu

Or contact your subject liaison librarian

Subject Librarians: Find your librarians

Subject Librarians

What is a subject liaison?

Subject liaisons are librarians designated by the library to serve specific schools, departments, and programs and to support the teaching, learning, and research needs of faculty and students in these units. The extent of each liaison's activity will be affected by the nature of the discipline; departments, schools, and programs are not all alike and will not require the same degree of liaison activity.
Unusual research

P&T guidelines on interdisciplinary research

Can also be applied to:

• Community-engaged scholarship
• New areas of inquiry
• New methods of inquiry

New to your department

“In the instance of candidates who work in interdisciplinary fields that transcend the intellectual authority of any single school/unit, special arrangements for primary and unit committee reviews may be necessary.” p. 33

“If the candidate’s scholarship is interdisciplinary, team science, or public in nature, consider adding additional ad hoc members who can appreciate the interdisciplinary and collaborative nature of the work to be reviewed to the primary/department committee for that case. Such ad hoc members should be added in consultation with the duly constituted primary committee.” p. 10
Brief guide:

- Acquire and sustain the resources to support research: start-up package, internal grants, external grants, school resources, study sites, collaborators.
- Do good research.
- Disseminate it in the best outlets: the highest possible return for your time and effort.
- Make sure your chair knows and agrees on the quality of your research and its publication venues.
- Keep track of your collaborators and your co-authors; document your individual contribution (confirmatory letters from co-authors are vital).

E-dossier workshops: Nov. 7, 25, Dec. 17
You need to prepare materials outside the edossier

For distribution to external reviewers:

- Candidate statement (7 pages)
- CV in IUPUI format
- Key research pieces ←often parked in Box

Winter->Spring before the campus cycle starts
People and documentation responsibilities

Candidate

Candidate statement
CV
Dossier
  Main: description
  Appendices: raw material

Chair
Evaluation of dissemination outlets
External letter solicitation
Evidence for documenting research mentioned in P&T guidelines

<table>
<thead>
<tr>
<th>Evidence</th>
<th>Responsible Party</th>
</tr>
</thead>
<tbody>
<tr>
<td>Three - five most significant publications which reflect major research accomplishments</td>
<td>You</td>
</tr>
<tr>
<td>Evaluation of stature of journals in which articles appear</td>
<td>Chair</td>
</tr>
<tr>
<td>Research expectations</td>
<td>You</td>
</tr>
<tr>
<td>Research goals/program of research</td>
<td>You</td>
</tr>
<tr>
<td>Quality of research activities</td>
<td>External</td>
</tr>
<tr>
<td>Assessment of contributions when more than one author or collaborator or performer</td>
<td>You</td>
</tr>
<tr>
<td>Contributions to interdisciplinary research or creative activities</td>
<td>You</td>
</tr>
<tr>
<td>Grants and awards</td>
<td>You</td>
</tr>
<tr>
<td>Stature of grants and other awards</td>
<td>You</td>
</tr>
<tr>
<td>Continuing efforts to enhance research and scholarship</td>
<td>You</td>
</tr>
</tbody>
</table>
Flash guide: eDossier
eDossier available in mid-summer

Candidate statement (5-7 pages) + CV

Main dossier candidate sections (45 page limit)

Reflection and description

Appendices

Full, original, and/or raw items: student evaluation reports, copies of articles, letters from collaborators

Not used at the campus level. Not very used at the schools
Guides to eDossier folder contents

• Set up your own folders
• Label documents (files) carefully
• Everything should be in pdf format
• Folder guides:
  - Tenure track, research as area of excellence
  - Research Scientist
P&T Cycle, Process and roles
# People and PT cycle responsibilities

<table>
<thead>
<tr>
<th>Role</th>
<th>Responsibilities</th>
<th>Timeline</th>
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</thead>
<tbody>
<tr>
<td>Candidate</td>
<td>Statement, CV, Research examples, Dossier</td>
<td>January - April</td>
</tr>
<tr>
<td>Chair</td>
<td>Evaluation of outlets, External letter solicitation</td>
<td>April - May</td>
</tr>
<tr>
<td>Department committee</td>
<td>Assessment compared to department standards: closest disciplinary examination</td>
<td>August-Sept</td>
</tr>
<tr>
<td>Chair (again)</td>
<td>Chair’s assessment</td>
<td></td>
</tr>
<tr>
<td>School (unit) committee</td>
<td>Assessment compared to school standards: broader, but still colleagues</td>
<td>Sept-Oct.</td>
</tr>
</tbody>
</table>
People and responsibilities - within the PT cycle

Candidate: Dean

Update materials?

Evaluation: own, plus summing up external, chair, department and school

Comparison to campus standards

Evaluation of process vote

Minor: new acceptances

Major: in response to negative votes: New evidence OR new arguments

People and responsibilities - within the PT cycle

Campus P&T Committee

EVC Kathy Johnson *independent vote*

Chancellor Paydar and Pres. MacRobbie

October

January-March

March-April

Minor: new acceptances

Major: in response to negative votes: New evidence OR new arguments
Topics we won’t address here:

• How to document satisfactory teaching and service (not-your-area-of-excellence).
  - This is highly dependent on what your school expects to see.
  - Generic campus expectations will be in the eDossier workshops. (11/7, 11/25, 12/17)

• The balanced case (highly satisfactory in research, teaching, and service).
  - Workshop: 3/10/2020
Upcoming workshops

Dossier preparation
  Thursday, November 7, 9-10:30 am
  Monday, November 25, 5:30-7:00 pm
  Tuesday, December 17, 9:00-10:30 am ← zoom only

Promotion to Full
  Tuesday, February 10, 9-10:30 am

Promotion on the Balanced Case
  Tuesday, March 10, 9-10:30 am

P&T Open Office Hours:
  Mondays 8:00-9:30 am
  Thursdays 2:00-2:45 pm
  In the Faculty Crossing
  (by CTL in Univ Library)
Panel

Huanmei Wu
School of Informatics
Dept Chair
Bioinformatics
Also School P&T member

What chairs and P&T committee members look for

George Wright
School of Law
Campus P&T member

Andre De Tienne
School of Liberal Arts
School P&T Chair
Thank you!

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