



University of Colorado
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September 17, 2014

Rebecca Kantor, PhD
Dean, School of Education and Human Development
School of Education and Human Development
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Dear Dr. Kantor,

I am pleased to inform you that the document you submitted to the Provost's Office, *Research Criteria for Research Track Faculty* has been approved. The Legal Office has also reviewed the document and approved it for legal sufficiency.

I appreciate the dedicated work that you and your colleagues have given in the revision and review of this document. I am sure that it will serve the School of Education and Human Development well in the future.

Sincerely,

Roderick Nairn, Ph.D.
Provost

Concurrence:

Legal Office Signature and Date

Cc: Associate Vice Chancellor Goodwin



School of Education
& Human Development
UNIVERSITY OF COLORADO DENVER

Research Criteria

Rebecca Kantor, Dean
October 9, 2014

Research Faculty Track
Faculty Titles and Processes
School of Education & Human Development
University of Colorado Denver

A. Definition

Faculty members whose primary duties are to conduct research and positions are self-funded may be given a title within the research series. They may hold faculty ranks as Assistant Research Professor, Associate Research Professor, or Research Professor. Faculty appointed as research faculty members are employees at will; they are not eligible for tenure.

B. Faculty Titles and Ranks in the Research Faculty Track

Promotion as a Research Faculty in the SEHD assures continued self-funding and increasing participation in the life of the school, university, local, and national communities.

Assistant Research Professor

Regents' definition: Assistant Professors are expected to have the terminal degree appropriate to their field. They are expected to possess qualifications for research or scholarship in a special field or clinical discipline.

SEHD definition: Assistant Research Professors hold a terminal degree in a relevant field and have deep experience in the area in which they will pursue scholarly activities in the SEHD. There must be evidence of research effectiveness at the university level as well as potential for service. In addition, for Assistant Research Professor whose funding includes expectation for teaching activities; such as, professional development, technical assistance, there must be evidence of teaching effectiveness and accomplishment.

Associate Research Professor

Regents' definition: Associate Professors must have the terminal degree and promising accomplishment in scholarship or in research.

SEHD definition: In addition to the qualifications of an assistant research professor, an associate research professor is expected to have had substantial relevant and successful professional experience in the field. In addition, they must meet the service, teaching, and administration criteria for associate research professor in the SEHD.

Research Professor

Regents' definition: Research professors must have the terminal degree, and (a) a record that, taken as a whole, may be judged to be excellent, and (b) a record since receiving promotion to Associate Research Professor that indicates substantial, significant, and continued growth, development, and accomplishment in research/creative work and service.

SEHD definition: In addition to the qualifications of an associate research professor, a research professor is expected to have a record of excellence in scholarship and in service, including evidence of leadership, and to meet the teaching and administration criteria for research professor in the SEHD.

C. Appointments and Promotions

Research faculty members are promoted solely on meeting research criteria. If the researcher has teaching responsibilities, it is also taken into consideration. Service to the SEHD and community is an expectation.

RTP CRITERIA FOR RESEARCH

Criteria and Definitions	Assistant Research Professor	Associate Research Professor	Full Research Professor
<p>1 Candidate obtains internal and external funding to support research and scholarship.</p>	<p><i>Candidate provides evidence of...</i> Evidence of success in securing internal and external funding directed to research and scholarly activities (when such funds are available).</p>	<p><i>Candidate provides evidence of...</i> Same as Assistant Research Professor</p>	<p><i>Candidate provides evidence of...</i> Ongoing, sustained success in securing internal and external funding directed to research and scholarly activities (when such funds are available).</p>
<p>2 Candidate had a record of funding as principal investigator.</p>	<p><i>Candidate provides evidence of...</i> Evidence of adequate individual funding as principal or co-principal investigator</p>	<p><i>Candidate provides evidence of...</i> Sustained record of acquiring funding as principal or co-principal investigator</p>	<p><i>Candidate provides evidence of...</i> High sustained record of acquiring funding as principal or co-principal investigator</p>
<p>3 Candidate has constructed a record of high quality and high impact scholarship.</p>	<p><i>Candidate provides evidence of...</i> A record of scholarly products that builds over time in terms of their impact in the field; for example, websites, textbooks, resources, journal articles, etc.</p>	<p><i>Candidate provides evidence of...</i> A record of scholarly products that builds over time, with an increasing scope of influence and impact.</p>	<p><i>Candidate provides evidence of...</i> A record of scholarly products which illustrates a clear and ongoing presence and national reputation demonstrating significant impact.</p>
<p>4 Candidate has a record of high productivity.</p>	<p><i>Candidate provides evidence of...</i> A record of authorship or co-authorship of publications in peer-reviewed journals that demonstrate the ability to initiate and design empirical investigations.</p>	<p><i>Candidate provides evidence of...</i> Same as Assistant Professor</p>	<p><i>Candidate provides evidence of...</i> A national level body of work that is captured in top-tier outlets (including books, chapters) with a significant number in top-tier, peer reviewed journals and linked to a programmatic agenda.</p>

	Criteria and Definitions	Assistant Research Professor	Associate Research Professor	Full Research Professor
5	<p>Candidate's record of research and scholarship has impact/influence on knowledge and/or practice in the field.</p> <p>Clarification of Terms:</p> <ul style="list-style-type: none"> o Impact implies the <i>advancement of knowledge</i> –i.e., research that contributes to the development of new knowledge and/ or practice (e.g., new theory, methodology, or empirical evidence that contributes to the field). 	<p><i>Candidate provides evidence of...</i></p> <p>A record of research that shows <i>emergent</i> impact and contributes to the advancement of knowledge to the discipline, field and/or practice.</p>	<p><i>Candidate provides evidence of...</i></p> <p>A record of research that shows <i>significant</i> impact and contributes to the advancement of knowledge and/or practice.</p>	<p><i>Candidate provides evidence of...</i></p> <p>An <i>established record</i> of research that shows a national reputation, impact, and contributes to the advancement of knowledge to the discipline, field and/or practice.</p>
6	<p>Candidate's record of dissemination of research and scholarship is present in diverse venues and media that have impact.</p>	<p><i>Candidate provides evidence of...</i></p> <p>Building a balanced relationship between conference presentations and publications with a clear prioritization for publications.</p>	<p><i>Candidate provides evidence of...</i></p> <p>Same as Assistant Research Professor</p>	<p><i>Candidate provides evidence of...</i></p> <p>An established record and productive balance of high impact presentations and publications.</p>

CRITERIA TEACHING*

Criteria and Definitions	Assistant Research Professor	Associate Research Professor	Full Research Professor
1 Candidate's instruction on campus or within the community is of high quality.	<i>Candidate provides evidence of...</i> Initial successful instruction.	<i>Candidate provides evidence of...</i> Ongoing record of successful teaching.	<i>Candidate provides evidence of...</i> High quality teaching over a sustained period of time.
2 Candidate may provide quality Advising and Mentoring.	<i>Candidate provides evidence of...</i> <i>Participation</i> in guiding, supporting and informing students about programs, courses, and career development, as well as activities that create learning opportunities for students and/or other faculty, to encourage higher levels of expertise and/or guide professional development.	<i>Candidate provides evidence of...</i> <i>Regular participation</i> in guiding, supporting and informing students about programs, courses, and career development, as well as activities that create learning opportunities for students and/or other faculty, to encourage higher levels of expertise and/or guide professional development.	<i>Candidate provides evidence of...</i> Same as Associate Research Professor
3 Candidate seeks funding to support instruction.	Evidence of <i>efforts</i> to secure internal and external funding intended to advance teaching or program activities (e.g. personnel preparation, program development or improvement and/or technical assistance).	Same as Assistant	No additional criteria beyond those specified at the Assistant Research level.
4 Candidate has impact on practice in community, state-wide and/or nationally.	<i>Candidate provides evidence of...</i> <i>Beginning level</i> of activities that make teaching relevant external to CU Denver and which have an impact on practice and the community (local, state, national, and/or international levels) and is recognized for quality of work and influence through special appointments and invitations.	<i>Candidate provides evidence of...</i> <i>Engaging regularly</i> in activities that make teaching relevant external to CU Denver which have an impact on practice and the community (local, state, national, and/or international levels) and is recognized for quality of work and influence through special appointments and invitations.	<i>Candidate provides evidence of...</i> <i>Routinely engaging</i> in activities that make teaching relevant external to CU Denver which have an impact on practice and the community (local, state, national, and/or international levels) and is recognized for quality of work and influence through special appointments and invitations.

***Note, not all research faculty members are expected to engage in teaching activities but if applicable, the above criteria apply.**

RTP STANDARDS FOR SERVICE

NOTE: If a faculty member is compensated through salary and/or time for service activities, those activities should be clearly documented as such and taken into consideration when evaluating the quantity of service activities. In addition, a candidate is expected to have a record of achievement across all four aspects of service.

	Standards and Definitions	Assistant Research Professor	Associate Research Professor	Full Research Professor
1	Candidate provides Service to the school.	<i>Candidate provides evidence of...</i> Demonstrating the ability to participate in service in ways that support the school and program (where appropriate), promoting the mission and vision of the SEHD, contributing to increasing the school's reputation, improving the school's culture and program quality.	<i>Candidate provides evidence of...</i> Record of participating in service to the school and program area (where appropriate), promoting the mission and vision of the SEHD, contributing to increasing the school's reputation, improving the school's culture and program quality.	<i>Candidate provides evidence of...</i> Regularly leading service to school and program area (where appropriate), promoting the mission and vision of the SEHD, contributing to increasing the school's reputation, improving the school's culture and program quality.
2	Candidate provides Service to the university.	<i>Candidate provides evidence of...</i> Participating in service to the university that promotes the mission and vision of the university and contributes to increasing the quality of school culture), the effectiveness of self-governance, the quality of university programs and the reputation of the university.	<i>Candidate provides evidence of...</i> Taking the lead in service to the university that promotes the mission and vision of the university and contributes to increasing the quality of school culture), the effectiveness of self-governance, the quality of university programs and the reputation of the university.	<i>Candidate provides evidence of...</i> Regularly leading service to the university that promotes the mission and vision of the university and contributing to increasing the quality of school culture), the effectiveness of self-governance, the quality of university programs and the reputation of the university.
3	Candidate provides Service to the profession, including administrative functions.	<i>Candidate provides evidence of...</i> Successful grant administration.	<i>Candidate provides evidence of...</i> Successful grant administration, such as personnel management, grant reporting, securing funds, strategic planning, leadership and grant implementation, and management.	<i>Candidate provides evidence of...</i> Same as Associate Professor.
4	Candidate provides Service to the community/ partners:	<i>Candidate provides evidence of...</i> Demonstrating a potential in participating in service to	<i>Candidate provides evidence of...</i> Greater depth of involvement and taking a lead in service to communities,	<i>Candidate provides evidence of...</i> Clear leadership and ongoing presence for service to communities, partners,

	Standards and Definitions	Assistant Research Professor	Associate Research Professor	Full Research Professor
		<p>communities, partners, and/or individuals that improve education and human development as well as build support for the SEHD.</p>	<p>partners, and/or individuals that improve education and human development as well as build support for the SEHD.</p>	<p>and/or individuals that improve education and human development as well as build support for the SEHD.</p>