


College	Health Solutions
Unit	Health Solutions
Document	Promotion Criteria for Research Faculty

Unit and college approval

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Provost office approval

	
Vice Provost for Academic Personnel Patricia Friedrich	Date 5/9/2025

Appointment/Retention/Promotion Criteria:
Research Assistant Professor

Research faculty are fixed-term faculty members who are qualified to engage in, be responsible for, or oversee a significant area of research or scholarship. They may also serve as principal or co-principal investigators on grants or contracts administered by the university or take on other appropriate responsibilities. Research faculty who are hired on or supported by research grants or contracts are not guaranteed space, facilities, or services beyond those approved for currently active grants or contracts. (ACD 505-02)

As designated by the Dean's office, each Research Faculty may also be assigned a specific workload distribution related to teaching, program administration/coordination or any other relevant category. If, for example, a Research Faculty is assigned a teaching that represents 30% of his/her workload, scholarship, and/or service responsibilities would be adjusted.

Appointment Criteria

Appointment Criteria:

- Doctoral or terminal degree in the area of specialization
- Typically, a minimum of 3 years of full-time relevant research experience (or its equivalent on a part-time basis) is required
- Documented history of being able to operate with autonomy on a research project

Retention Criteria

Scholarship

Successful demonstration of research excellence in each of the following areas:

- **Contribute** to regional or national professional organizations that focus on research
- **Publish** in peer-reviewed journals, monographs, or chapters in books
- **Papers or presentations** at regional or national meetings
- **Participation** in external funding opportunities
- **Participation** on translational teams or other documented participation in team-science or collaborative activities

Teaching/Instruction (If indicated)

Successful demonstration of teaching excellence in the each of the following areas:

- **Prepare** educational materials
- **Design** learner experiences and the course of study
- **Deliver** educational materials to learners as assigned

- **Assess** learner performance according to course objectives
- **Revise**, update and translate instructional materials in accordance with developments in research, clinical knowledge, & educational specialty.
- **Mentor** students both formally in classes and through independent learning experiences or projects as appropriate.
- **Work collaboratively** with Faculty, Teaching Assistants (TAs), Research Assistants (RAs), Graduate/Undergraduate Student support staff, and colleagues (e.g. Academic Associates; AAs) who support the individual's teaching as appropriate.
- **Engage** in professional development activities to maintain and increase professional expertise, teaching effectiveness, and maintain certification if appropriate.

Service (if indicated)

Engage in at least **one** of the two following activities that contribute to the mission and productivity of the College and University or professional organizations, as defined by workload agreement, such as:

- **Academic Service:** Serves and/or assumes leadership on degree, college, or university level committees
- **Professional Service:** Serves in a professional capacity at the community, local, state, and/or national level including clinical service(s) or clinical community events.

PLUS

- **Student Engagement:** Participates in CHS student recruitment, engagement, and retention activities (required)

<h3>Appointment/Retention/Promotion Criteria: Research Associate Professor</h3>
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NOTE: As designated by the Dean's office, each Research Faculty may also be assigned a specific workload distribution related to teaching, program administration/coordination or any other relevant category. If, for example, a Research Faculty is assigned a teaching that represents 30% of his/her workload scholarship, and/or service responsibilities would be adjusted.

Appointment Criteria:

- Doctoral or terminal degree in the area of specialization
- A minimum of **five** years of research and experience beyond the research assistant rank, the majority of the time at ASU.
- Evidence of sustained professional/research growth

Promotion and Retention Criteria:

Scholarship

All requirements of Research Assistant Professor **plus** the following enhancements:

- **Evidence** of consistent and evolving applications for competitive extramural research funding necessary to support a sustained research agenda while employed in the current rank at ASU
- Acquisition of competitive extramural funding as PI, Co-PI, or Co-Investigator while employed in current rank at ASU
- Clear development of an **independent research agenda**
- **Published** work that constitutes a program of research in high impact journals in their respective field
- Demonstrates evidence of a **rising and sustained trajectory** of publications from data collected while employed at current rank at ASU
- Evidence of a substantive contribution as a research leader on peer reviewed research as outlined by “lead” authorship and team science contributions at two or more stages of manuscript development
- **Involvement** in invited presentations, symposium contributions, and/or book chapters

And **one or more of the following:**

- **Participation** in the extramural scientific community (e.g. ad hoc requests to review journal manuscripts, serving on review committees for external funding agencies, etc.)
- **Mentoring** students and/or postdoctoral fellows in areas such as research methodology and implementation, statistical methods, and manuscript development
- **Participation** on a translational team
- Book chapters, monographs, books, editorials, commentaries or other materials not submitted to peer review
- Receipt or **filing of patents**, software development, or creative products related to research.
- **Development of instruments** or applications such as surveys, clinical tests, theoretical or analytical advancements, or other items.
- **Entrepreneurial efforts** designed to expedite and enhance the impact of research findings on societal health and well-being.
- **Increased participation on translational teams** and/or other documented efforts of team-science and/or collaborative research pursuits

Teaching/Instruction (if indicated)

All requirements of the Research Assistant Professor **plus** the following enhancements:

- **Demonstrates** evidence of sustained high quality instructional skills and promise of continuing excellence as a teacher (as evidenced by peer and college reviews, reflection on course revisions, integration of educational innovations, etc.)
- **Demonstrates** a continuous record of excellence as an educator, as indicated by excellent, sustained student evaluation scores/ratings above the college norm
- **Demonstrates** significant instructional contributions to the mission of the academic degrees, college, and university (such as development of new courses, degree programs, certificates programs, innovative pedagogical approaches, etc.)

And **one** or more of the following:

- **Nomination** or selection for local/national award for teaching
- **Presentation** at local, state, and/or national conferences/workshops/courses related to instructional and learning theories, practices, and procedures
- **Serves** as chair or member of undergraduate theses or research projects and/or graduate students' scholarship (non-thesis project/paper; thesis; dissertation)

Service (if indicated)

All service requirements of Research Assistant Professor **plus** the following enhancements:

- Evidence of sustained, significant, and expanding service in a professional capacity at the academic or professional level since appointment as Research Assistant Professor
- Evidence of increasing levels of responsibility within at least one of the three units of service (academic, professional, and student) since appointment as Research Assistant Professor

Appointment/Retention/Promotion Criteria: Research Professor

NOTE: As designated by the Dean's office, each Research Professor may also be assigned a specific workload distribution related to service or other relevant category.

Required Qualifications:

- Substantial and sustained record of excellent performance since the previous promotion. The majority of that service should be at ASU.
- Typically, a minimum of **seven** years of research experience at the rank of research associate professor, the majority of this time at ASU for promotion, is recommended, but not required.
- There must be evidence of continued excellence in meeting **expanded responsibilities** in other assigned areas, such as administrative roles, service leadership roles, and/or scholarly activities
- Evidence of sustained professional growth

Promotion and Retention Criteria

Scholarship

All requirements of Research Associate Professor **plus** the following enhancements:

- Record of **successful funding** of grants, as a PI (principal investigator) or MPI (multiple principal investigator). Exceptions may be made for research faculty with specialized scientific experience who play critical roles on multiple grants but may not be PI on any
- The candidate should demonstrate a sustained funding for majority of time at the Research Associate Professor rank.

- Sustained level of extramural funding to support research and graduate student activities.
- **Demonstration** of an expanded research program within high impact journal since promotion to the associate rank.
- Increased **engagement** in activities demonstrating professional maturity (e.g. review articles, books, invited chapters, special journal editions, invited presentations, consultation activities, editorial board memberships, etc.)

All requirements of Research Associate Professor plus **two** or more of the following enhancements:

- **Participation** in the extramural scientific community (e.g. ad hoc requests to review journal manuscripts, serving on review committees for external funding agencies, etc.)
- **Mentoring** students and/or postdoctoral fellows in areas such as research methodology and implementation, statistical methods, and manuscript development
- Engagement in the principles of **team science**, as demonstrated through collaborative efforts
- **Leadership** of a translational team
- Book chapters, monographs, books, editorials, commentaries or other materials not submitted to peer review are additional evidence for excellence.
- Successful mentoring of junior faculty as indicated by improved capacity of mentee to conduct independent research
- Receipt or filing of patents, software development, or creative products related to research.
- Development of instruments or applications such as surveys, clinical tests, theoretical or analytical advancements, or other items.
- Entrepreneurial efforts designed to expedite and enhance the impact of research findings on societal health and well-being.

Teaching/Instruction (if indicated)

All requirements of Research Associate Professor plus **one** or more of the following enhancements:

- **Development** and/or implementation of innovations and advancements in instructional methods, delivery, activities, and evaluation techniques
- **Development** of new courses, academic programs, etc.
- **Presentations** at college, university, regional, or national conferences/workshops/courses related to instructional design/practices, procedures, learning theories (presenter, program moderator, conference planner, etc)
- **Publications** (not necessarily peer-reviewed journals) related to instructional and learning theories, practices, and procedures
- **Publication and/or development** of instructional materials including textbooks, laboratory manuals, computer software, and educational training manuals

Service (if indicated)

All service requirements of Research Associate Professor **plus** the following enhancements:

- Involvement in the CHS mentoring program and demonstration of effective mentoring of junior/early career faculty
- Exceptional, sustained, and expanding service within academic, community, and professional units since promotion to, or appointment as, Research Associate Professor
- Evidence of increasing levels of responsibility, including significant leadership roles, within at least two of the three units of service (academic, professional, and student) since promotion to, or appointment as, Research Associate Professor