Service Contributions for Research Faculty

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OFAPD Home Page: http://faculty.medicine.iu.edu/default.cfm?id=1

For Research Faculty: http://faculty.medicine.iu.edu/body.cfm?id=158&oTopID=118
Advancement (promotion) and the awarding of tenure are concurrent in the tenure track. Advancement in the clinical track can be awarded at 5 years (not required).

Advancement in the clinical, or research tracks can occur at any time (before or after 5 years). Advancement in tenure track can occur any time before 5 years.

Research Professor track has a service requirement.
Overview of Tracks

**TENURE**
- Advancement
- Tenure
- Three Year Review (abbreviated dossier)
- Five Year Review (full dossier)

**CLINICAL**
- Advancement
- Contract
- No 3 Year Review
- 5 Year Review (full dossier)

**RESEARCH**
- Scientist
- Research
- No 3 Year Review
- Eligible for advancement when ready
Academic Advancement

Tenure Track:
Excellence is required in either research, teaching or service; satisfactory is required in the other two areas

Clinical:
Excellence is required in either teaching or service; satisfactory is required in the other.

Criteria for academic advancement in service & teaching is the same
Peer reviewed Scholarship is critical in either track
Service: Satisfactory

- Criteria similar in principle to those for Excellence with less rigorous standards for independence, recognition and productivity
- Scholarly activity in the form of publication or other output is expected (peer reviewed)

Service Excellence:

Assistant to Associate Professor

- Coherent program, with scholarship, quantitative and qualitative evidence of local/ regional impact from the unique service. Emerging recognition at the national level. (peer reviewed)

Service Excellence:

Associate to Full Professor

- Mature program that has had impact on the field through widely recognized scholarship
- National and international recognition for unique service niche by professional societies.
  (i.e., peer reviewed)
Service Excellence caveat...

• A candidate going up for excellence in service who does not meet a satisfactory definition for research must be on the Clinical Track
• Scholarship of service cannot count in both service and research (i.e., no “double-dipping”)
• But, remember—for researchers, “Service” needs to be satisfactory
What do we generally think about as “Service” for researchers?

- Grant reviews
  --NIH
  --other funding agencies
- Manuscript reviews
- Committee service
  --department (e.g., safety committee)
  --school (e.g., IACUC)
  --university (e.g., search committee)
  --national organization (e.g., FASEB)
How do you get access to traditional service activities?

- Grant review panels
- Manuscript reviews
- Committees
  - Departmental
  - School
  - University
  - National Organizations
Grant review panels

• Recommendation: do not become a permanent member until AFTER you are tenured
  --do ad hoc only (once or twice should suffice)
• Express an interest to people you know (current or former mentor, department Chair, etc.)
• Do you have friends or colleagues who have served/are serving on a panel?
• Do you know SROs or Program Officers at the NIH?
Manuscript reviewer

- You can be recommended by people you know
- Meet journal editors at the national meetings in your discipline
  --they often have their own journals
- Check with the journal you mostly read and/or where you have published
  --The *Journal of Immunology* has a mechanism to “sign up” new reviewers
  --most journals are looking for good reviewers
- Be timely in returning your reviews to develop a good reputation…
Committees--Department

• You are generally “assigned” to these
• Can be anything from “Safety Committee” to “Graduate Policy Committee” or even “Seminar Coordinating Committee”, etc.
• Faculty search committees
• Graduate student recruitment committee
• In general, these do not take too much time
Committees--School

• You are generally asked to serve on these
• Examples:
  --IRB
  --IACUC
  --IUSM medical student admissions
• Internal grant reviewing (e.g., BRG, Showalter)
• Can often be time sinks, so choose wisely
Committees--University

• You can be asked to serve or be elected
  --IUPUI Faculty Council
• Promotion and Tenure committee
  (tenured Professors only)
• Search committees at IUPUI or IU levels
• Mostly more senior people serve
Committees—National Organizations

• You can be asked to serve
• You can volunteer
  --during annual payment of dues
• Sometimes you have a choice; other times you do not
• It gets you “seen” by more senior faculty (“movers and shakers”) nationally
  • good for your research program
• Makes a name for you, IUSM and IU
“Atypical” service roles researchers don’t think about…

Advancing IUSM/IUPUI initiatives in:

- Diversity, equity and inclusion
- Community development and outreach
  --Crispus Attucks students for lab visit(s)
- Indiana economic development
- Engaging pedagogies (FDCC)
- Undergraduate research
  --politics…
- Enhancing learning and the assessment of learning (Academy of Teaching Scholars)
Diversity, Equity and Inclusion

- http://www.iupui.edu/~divrsity/

- Ken Durgans, Assistant Chancellor
  Diversity, Equity and Inclusion
  355 N. Lansing St., AO 122
  Indianapolis, IN 46202-2896
  317-278-3820/Fax: 317-278-3824
  kdurgans@iupui.edu
Community Development and Outreach--Crispus Attucks Research Shadowing Program

- Jennifer Ferrell (jelferre@iupui.edu)
- Outreach Coordinator between IU School of Medicine and Crispus Attucks Medical Magnet
- A group of high school students expressing an interest in research visit you for two visits (each = 1.5 hr)
- You talk with them about your work and a career in research—they want to hear what it is about
Indiana Economic Development

- Chamber of Commerce
- Legislature
- City Hall
- Anything with “Indiana Economic Development” in its name…
Engaging Pedagogies

• Ways to change teaching methods
  • this goes beyond teaching
• FDCC
  --Academy of Teaching Scholars
Undergraduate Research

• Politics…
• Summer research opportunities
  • IUPUI SROP, McNair Programs
  • IUSCC, T32 Summer Programs
  • IU STEM initiative
• Bench to the baccalaureate (IUPUI)
• Student contacts you to work part time or during summer
Enhancing learning and the assessment of learning

• FDCC
• Academy of Teaching Scholars
• Not actually education/teaching
• Not lecturing, but developing tools to enhance the effectiveness of educators
• This could actually develop into something scholarly for individuals who have chosen “Education” as their area of excellence
What is important?

- Need at least some departmental and school-level service for adequacy
  --obtain letters from committee Chairs each year for inclusion in dossier
- Do what will help you and that you will enjoy
- Avoid “time sinks”
- Use these experiences to think ahead as you move up through the ranks
  - It may help you career-wise…
  - Don’t go too far off base (you want it to help you grow in your career)
Additional questions?

Please fill out the evaluations and hand in as you leave

Thank you for attending…
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