

Service Contributions for Research Faculty

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SCHOOL OF MEDICINE

INDIANA UNIVERSITY

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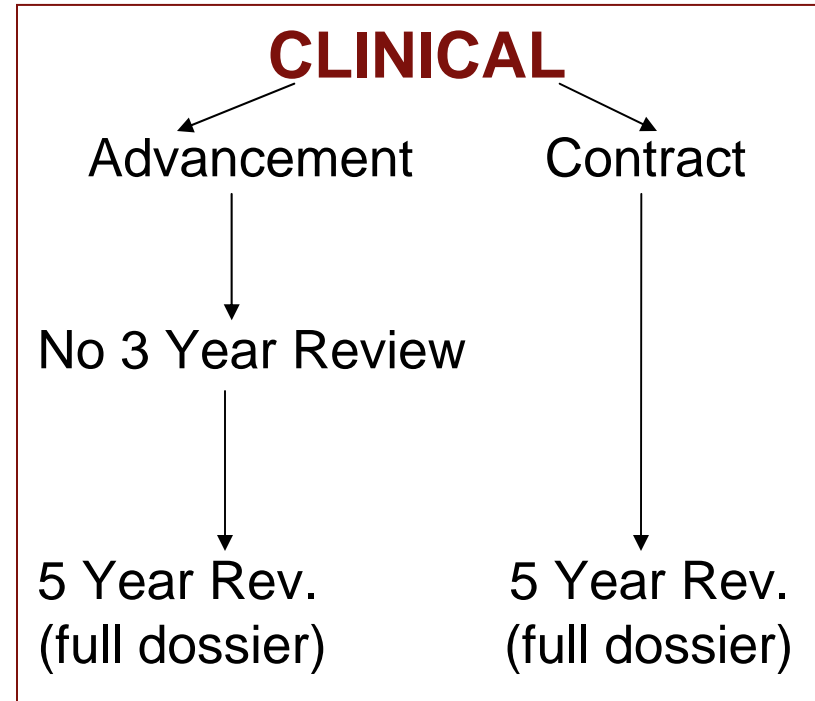
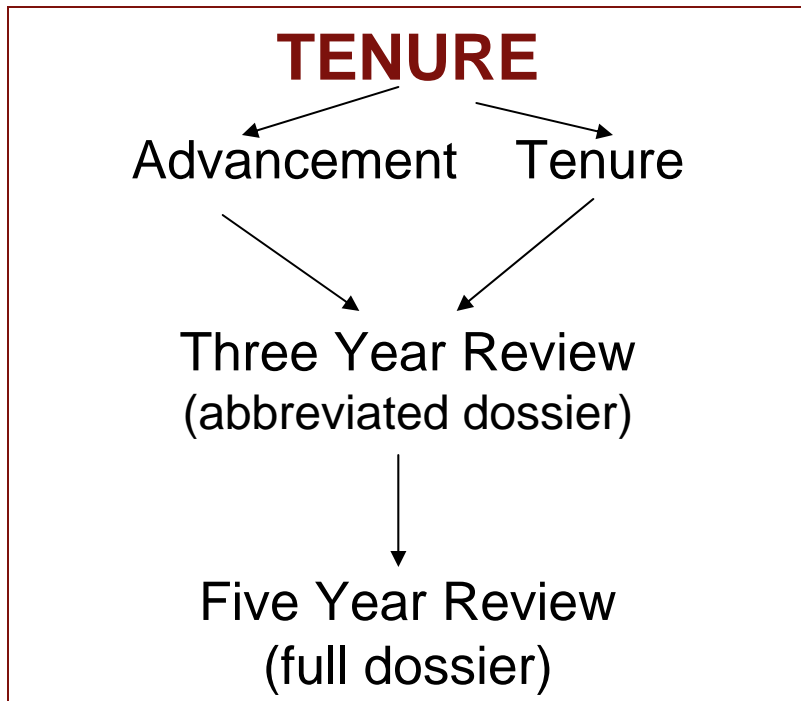
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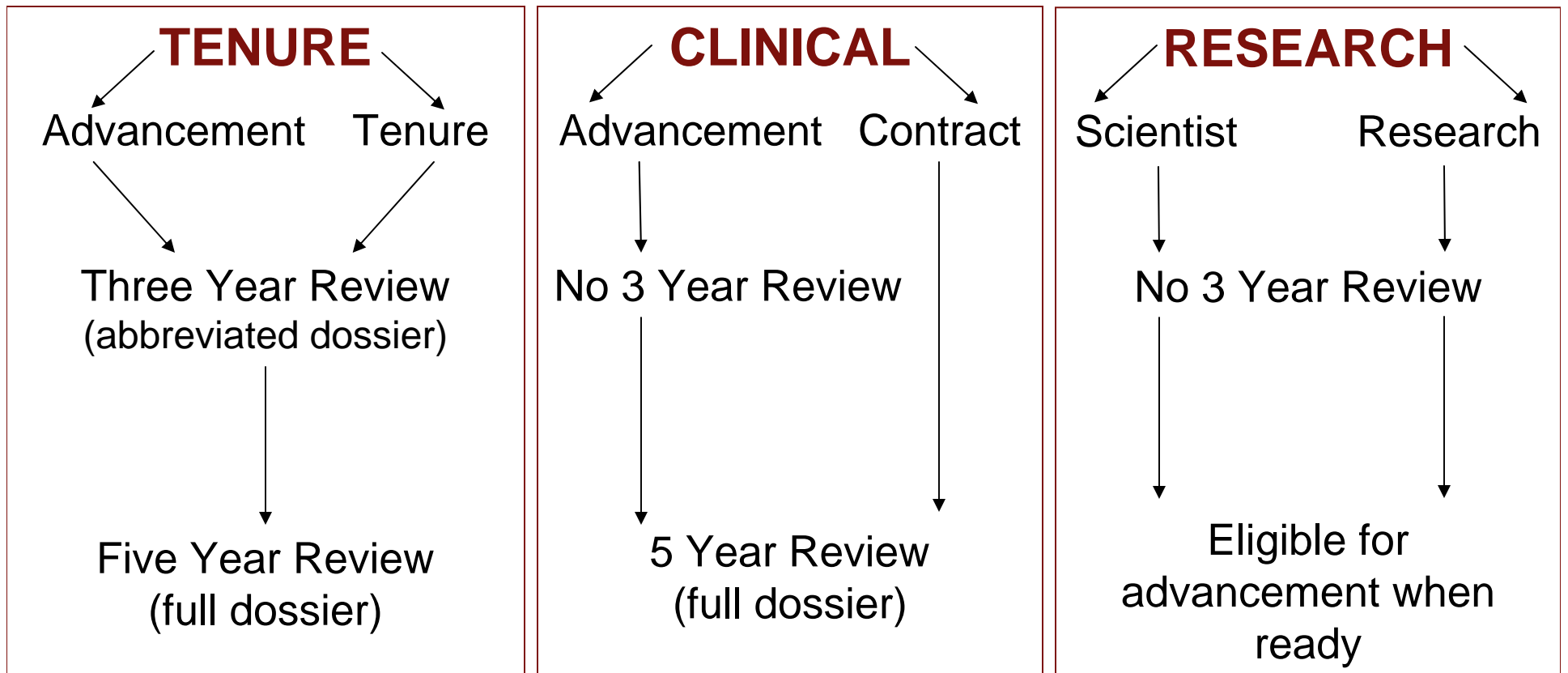
For Research Faculty: <http://faculty.medicine.iu.edu/body.cfm?id=158&oTopID=118>

Overview of Tracks



- 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



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
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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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