



Pathways to Tenure on the Research-Intensive Track at UMSON

Responsible Administrator: Dean

Sponsoring Unit: Office of the Dean

Effective Date: 09/20/2022

Last Reviewed: 09/20/2022

Next Scheduled Review: 06/2025

- **Group 1:** Faculty hired on the research-intensive tenure track
- **Group 2:** Dean's Research Scholars or equivalent (i.e., K-series grant recipients) hired on non-tenure track and actively seeking to switch to the research-intensive tenure track. This requires demonstration of commitment/promise/trajectory likely to lead to a successful research-intensive tenure application. These are faculty who expect to apply to transfer to the research-intensive tenure track by year 5 of initial appointment at the rank of assistant or associate professor.
- **Group 3:** Faculty hired on non-tenure track and who wish to develop a research trajectory consistent with moving to the research-intensive tenure track. They have not yet demonstrated commitment/promise/trajectory that is likely to lead to successful research-intensive tenure application.

Support from UMSON and UMB

UMSOM grant-writing workshops
Editing services for pubs and grants
Writing mentorship groups (WAG)
UMNursing grants
Research center grants
Grant mock reviews
ICTR grants
ICTR vouchers

ICTR studios
MPOWER grants
Statistical support
Research QA/IRB support
Pre-award budget/submission support from Administrative Services
APT advice
Scholarship workload per policy

	Year 1	Year 2	Year 3	Year 4	Year 5
Group 1 Support	75% RT Startup funding	75% RT Startup funding	50% RT Startup funding Meet with APT	0% RT Meet with APT	Apply for Associate Professor with tenure: Dept chair supports
Group 2 Support	Apply for DRS (Demonstrate previous pubs, identify mentor, write proposal)	DRS support (\$12K + time) ORS/Center GRAs	DRS support (+\$8K PRN + time) ORS/Center GRAs	Possible transfer to tenure track Meet with APT	Dept chair supports transfer to tenure track
Group 3 Support	See support available to all	See support available to all	See support available to all	See support available to all	Apply for DRS or equivalent
ANTICIPATED SCHOLARSHIP					
Group 1 Scholarship	>=1 DB submission Preliminary/pilot data generated Proposal/IRB-IACUC Apply for 1 R-level equivalent (\$100K/year plus) as PI/MPI	1 DB pub + >=2 accepted Preliminary/pilot data generated Proposal/IRB-IACUC Apply for 1 R-level equivalent (\$100K/year plus) as PI/MPI	1 DB pub + >=2 DB accepted Preliminary/pilot data generated Proposal/IRB-IACUC Resubmit and Secure 1 R-level equivalent (\$100K/year plus) as PI/MPI	1 DB pub + >=2 DB accepted Preliminary/pilot data generated Proposal/IRB-IACUC Submit/secure 2nd R01-level equivalent (3-year plus) as PI/MPI Fund % of own salary	2 pub, at least 1 DB 7/1: 8 + pubs (>=5 DB) Pub shall be first and/or last senior author Submit/secure 2nd R01-level equivalent (3-year plus) as PI/MPI 7/1: secure second R-level equivalent grant Fund % of own salary

	Year 1	Year 2	Year 3	Year 4	Year 5
Group 2 Scholarship	<p>1 DB pub from previous data + 1 other pub accepted</p> <p>ID mentor/ collaborators</p> <p>Research development plan (required for group entry)</p>	<p>1 DB pub + ≥ 2 accepted</p> <p>Preliminary/pilot data generated Proposal/IRB-IACUC</p> <p>Apply for small external funding, center funding, or UMNursing funding</p>	<p>1 DB pub + ≥ 2 accepted</p> <p>Preliminary/pilot data generated Proposal/IRB-IACUC</p> <p>Apply for R-equivalent level (\$100K/year plus) grant</p>	<p>1 DB pub + ≥ 2 DB accepted</p> <p>Preliminary/pilot data generated Proposal/IRB-IACUC</p> <p>Apply for R-equivalent level (\$100K/year plus) grant</p>	<p>2 pubs, at least 1 DB: 3 + pubs (≥ 3 DB) Pub shall be first and/or last senior author</p> <p>Secure one R-type level (\$100K/year plus) grant</p>
Group 3 Scholarship	<p>Identify mentor and collaborators</p> <p>1 DB pub from previous data + 1 other pub</p>	<p>1 DB pub from previous/CO-I data +1 other pub</p> <p>Apply for CO-I with other team member grants</p>	<p>1 DB pub from previous data + 1 other pub</p> <p>Apply for small external funding, center funding, or UMNursing funding</p> <p>May be CO-I with other team member grants</p>	<p>1 DB pub from previous data + 1 other pub</p> <p>Funded/apply for small external funding, center funding, or UMNursing funding</p> <p>Apply for DRS or K-equivalent award</p> <p>May be CO-I with other team member grants</p>	<p>2 pubs, at least 1 DB: 3 + pubs (≥ 3 pubs), pub shall be first and/or last senior author</p> <p>Funded for small external funding, center funding, or UMNursing funding</p> <p>Funded for DRS or K-equivalent award</p> <p>May be CO-I with other team member grants</p>
ANTICIPATED TEACHING					
Group 1 Teaching	<p>1.25-1.75 IWLW with FEQ >4</p> <p>Apply to Graduate Faculty</p>	<p>1.25-1.75 IWLW with FEQ >4</p> <p>Member 1 dissertation committee</p>	<p>2.5-3.5 IWLW with FEQ >4</p> <p>Member 1 - 2 dissertation committees</p>	<p>Depends on % funded 5-6 IWLW with FEQ >4 ($\geq 65\%$ funded, minimal to no teaching required)</p>	<p>Depends on % funded 5-6 IWLW with FEQ >4 ($\geq 65\%$ funded, minimal to no teaching required)</p>

	Year 1	Year 2	Year 3	Year 4	Year 5
				Member 1 - 2 dissertation committees	Co-chair 1 and member 1-2 dissertation committees
Group 2 Teaching	7-8 IWLW with FEQ >4 Apply to Graduate Faculty	If DRS 2.5 IWLW with FEQ >4	If DRS 2.5 IWLW with FEQ >4	7-8 IWLW with FEQ >4 (reduced based on research funding and/or transfer to the research- intensive tenure track; ≥65% funded, minimal to no teaching required)	7-8 IWLW with FEQ >4 (reduced based on research funding and/or transfer to the research- intensive tenure track; ≥65% funded, minimal to no teaching required)
Group 3 Teaching	7.5 IWLW Apply to Graduate Faculty	7.5 IWLW (reduced by any funding through grant mechanisms; ≥65% funded, minimal to no teaching required)	7.5 IWLW (reduced by any funding through grant mechanisms; ≥65% funded, minimal to no teaching required)	7.5 IWLW (reduced by any funding through grant mechanisms; ≥65% funded, minimal to no teaching required)	7.5 IWLW (reduced by any funding through grant mechanisms; ≥65% funded, minimal to no teaching required)
ANTICIPATED SERVICE					
Group 1 Service	Professional only (manuscript/abstract /grant reviewer)	Professional only (manuscript/abstract /grant reviewer)	Professional (manuscript /abstract /grant reviewer) 1 committee or taskforce (UMSON/UMB)	Professional (manuscript/abstract reviewer) national professional committee leadership 1 committee or taskforce (UMSON/UMB)	Professional (manuscript/abstract /grant reviewer) national professional committee leadership 1 committee or taskforce (UMSON/UMB)
Group 2 Service	UMB/UMSON: committee	UMB/UMSON: committee Professional: local service	UMB/UMSON: committee Professional: regional service	UMB/UMSON: committee Professional: regional manuscript/abstract review	UMB/UMSON: committee Professional: national manuscript/abstract review
Group 3 Service	Per Workload Policy	Per Workload Policy	Per Workload Policy	Per Workload Policy	Per Workload Policy

Key to abbreviations:

- APT = appointment, promotion, and tenure position
- CO-I = co-investigator
- DB = data based
- dept chair = department chair
- DRS = Dean's Research Scholar
- FEQ = Faculty evaluation score
- GRA = graduate research assistant
- IACUC = Institutional Animal Care and Use Committee
- ICTR = Institute for Clinical and Translational Research
- IRB = Institutional Review Board
- IWLU = instructional workload unit
- MPI = multiple principal investigator
- ORS = Office of Research and Scholarship
- PI = principal investigator
- PRN = as needed
- pub = publication(s)
- RT = released time
- QA = quality assurance
- UMSOM = University of Maryland School of Medicine
- UMB = University of Maryland, Baltimore
- UMSON = University of Maryland School of Nursing