SCS Research Expectations Committee:

Task: To develop a proposed set of research expectations for tenure-track (TT) and health professional (HP) faculty in the department of small animal clinical sciences.

Criteria:

1. Expectations should be based on future TT faculty having up to a 70% research appointment and future HP faculty having up to a 30% research appointment*.

2. Proposed expectations should be 'data-driven' (i.e. reflect the research expectations of peer institutions).

3. Proposed expectations should be commensurate (defensible) with P&T expectations of the CVM and University.

*The research commitments for current faculty will be addressed on a case-by-case basis between Dr Horne and the individual faculty member.
SCS Research Expectations Committee:

Steven Arnoczky, Chair
Nathan Nelson, Assistant Professor, HP-tract
Ari Jutkowitz, Associate Professor, HP-tract
Stephan Carey, Assistant Professor, Tenure-track
Loïc Déjardin, Associate Professor, Tenure-track

Simon Peterson-Jones, ex officio member

Institutional criteria reviewed:

University of Wisconsin                        University of Minnesota
North Carolina State University                Tufts University
University of Illinois                          University of Missouri
The Ohio State University                      Purdue University
University of Georgia

Criteria proposed by LACS and PDI
CHM HP document
RESEARCH EXPECTATIONS AND GUIDELINES FOR HEALTH PROFESSIONAL (HP) SCS FACULTY:

1. All SCS HP faculty are expected to do research.

2. HP faculty members are expected to generate peer-reviewed publications in their area of clinical specialty with the goal of advancing the science and practice of veterinary medicine and surgery. Expectations for publications and scholarly output will be based on the agreed upon time commitment to research creative and scholarly activities for each faculty member.

Assigned research time must be clearly defined and protected so as not to be what is left over after clinical/diagnostic service, instruction, committee work, vacations and other commitments are fulfilled.
RESEARCH, CREATIVE AND SCHOLARLY ACTIVITIES

HP faculty may demonstrate active and consistent scholarship by publication of articles, research reports, case studies, new clinical techniques, and other observations in refereed journals and by the publication of books, book chapters, and review articles in non-refereed journals. The expectations for scholarly activity vary with appointment effort. HP faculty will have the option of a 10, 20 or 30% research/scholarly activity effort. HP appointed faculty are typically not expected to drive independent research programs with extramural funding but are expected to be willing collaborators, especially with respect to provision of clinical data and samples for wider research efforts. The Department recognizes that these types of contribution are important and relevant to the College mission.
Research/Scholarly Activity expectations required for re-appointment: (annual average over a 3 year rolling period)

10% research appointment:

1. Faculty participates in research related to the mission of SCS and the CVM.
2. Presents clinical, research, or other scholarly work to the profession.
3. Authorship on clinical, research, or other scholarly work; 1 publication per year which can be first author, corresponding author, or co-author for a paper published in a peer reviewed journal; case reports/series are acceptable. First/co-authorship on a book chapter is also acceptable.

20% research appointment:

1. Faculty participates in research related to the mission of SCS and the CVM.
2. Presents clinical, research, or other scholarly work to the profession.
3. Authorship on clinical, research, or other scholarly work; 2 publications per year which can be first author, corresponding author, or co-author for papers published in a peer reviewed journal; case reports/series are acceptable. First author on a book chapter is also acceptable.
4. Lead authorship on a clinical abstract or proceedings notes.
   Participates in the development of 1 research proposal for external funding every two years.
Research/Scholarly Activity expectations required for re-appointment:  
(annual average over a 3 year rolling period)

30% research appointment:

1. Faculty participates in research related to the mission of SCS and the CVM.
2. Presents clinical, research, or other scholarly work to profession.
3. Authorship on clinical, research, or other scholarly work; **2 publications per year** one of which must be first author, corresponding author, or senior author for papers published in a peer reviewed journal; case reports/series are acceptable.
4. Lead authorship on a clinical abstract or proceedings notes.
5. Participates in the development of **1 research proposal for external funding every year**.
6. Serves as principal investigator (or co-PI) on **1 internally or externally funded research projects every three years**.
Research Expectations and Guidelines for Tenure-track SCS Faculty:

1. All SCS tenure-track faculty are expected to do research.

2. Tenure-track faculty members are expected to generate original research publications. Tenure track faculty will be expected to maintain a significant (up to 70%) research appointment. Publications and scholarly output will be commensurate with the agreed upon research appointment.

   Assigned research time must be clearly defined and protected so as not to be what is left over after clinical/diagnostic service, instruction, committee work, vacations and other commitments are fulfilled.

Tenure-track faculty members with significant research appointments are expected develop a focused research program that is internationally recognized by peers, and to fund their research efforts through grants, gifts, or contracts. Faculty members in this area are expected to have an extramurally funded research program, or be the PI of several smaller (intramural or extramural) research grants. The goal is to generate funding adequate to sustain a focused research path. Though not mandatory, tenured faculty are encouraged to generate salary savings from extra-mural grants whenever possible.
Assistant Professor to Associate Professor: (based on a 70% research appointment)

1. Peer-reviewed publications as first author or senior author
   --generate an average of ~2 peer-reviewed publication per year as first or senior author (e.g., 12 research publications in a 6 yr pre-tenure probationary period)
   --half of these should be as first author
   --others must either be first, first co-authors (i.e. second author behind resident or graduate student) or senior author in a focused area
   --papers must be published in reputable peer-reviewed journals in the faculty's field of expertise.
   --these papers can be original bench research or publication of case series

2. 1-2 additional publications during probationary period as co-author on research projects of other investigators
   --demonstrate efforts toward research facilitation for clinical-track faculty and residents

3. Case reports, book chapters, and CE reports should not be the focus of scholarly output during this period
**Associate Professor to Professor:** (based on a 70% research appointment)

1. Sustained and connected publications with a thematic approach (i.e. clinical area of specialty or stemming from research activities.

2. Must demonstrate leadership as the energizing or motivating force behind a body of work.

3. Credit given for authoring/editing an authoritative textbook.

4. Publication record (not including publications given credit for during first promotion).
   a) A minimum of 9 peer-reviewed publications as first author, first co-author, or senior author in the faculty’s major focus of research.
      --- (authoritative reviews [maximum of 2] are acceptable but must be published in reputable peer-reviewed journals)
   b) 3-6 *additional* publications as co-authors on research projects of other investigators
      --demonstrate efforts toward research facilitation for clinical-track faculty and residents