

***General Discussion of Research Under Heading “Research and Creative Accomplishment” in the College T&P Document.***

*The Task Force is recommending that we add the sentences in red.*

*The Task Force also recommends a change in the language (in blue) in the statement pertaining to multi-authored publications.*

An important factor in determining merit for tenure and/or promotion shall be evidence of a faculty member’s contributions to the advancement of knowledge in the field in the form of research or creative achievements. According to the University of Florida Regulations, evidence of scholarly productivity is an expectation for all assistant, associate and full professors.

While the evidence used to demonstrate excellence may vary, evaluation of scholarly work and creative activities for tenure and promotion at all ranks will address the relevance, continuity, accomplishment, and significance of the work. **The evaluation also will consider development of a funded research or creative/professional program, including those that provide funding for graduate assistants or other support for the teaching, research and service activities of College.** Because the specific criteria for evaluating research and creative work can differ somewhat, each is addressed separately below.

What follows is a guide for both candidates seeking tenure and/or promotion and for the committees that will evaluate them. Tenure and promotion committees reach decisions regarding tenure or promotion based on the totality of the candidate’s achievements rather than on the basis of a set of sufficient criteria. Candidates should be aware that there is no checklist that guarantees tenure. Even if it were possible to craft such a list, the standards for research accomplishment have evolved over the history of the college and will likely continue to do so.

*The following changes are suggested for the section “Research,” beginning with the third paragraph.*

Collaborative research, both among college colleagues and with faculty in other parts of the University of Florida and at other institutions, is valued and of growing importance in the study of mass communication. Collaboration enriches the research program, and teams of researchers with different areas of expertise are increasingly essential to progress in many research areas. ~~Multi-authored publications do, however, pose a special challenge for evaluators in judging whether the scholarly output provides sufficient evidence of the research abilities and likelihood of future success of the tenure or promotion candidate.~~ First-authored publications that provide evidence that the faculty member is a driving force in a portion of the collaborative work (in addition to any second-, third-, or nth-authored papers) are important for providing evidence of excellence. In cases where the team may be publishing in outlets following traditions

from a field (such as medicine) where authorship positions have a different conventional meaning, the faculty member should explain the convention and describe his/her role in the project to evaluators. This role should also be described in cases in which the faculty member's graduate student is first author on a paper.

*The College T&P Committee recommends adding the following statement here to replace the thrust of the deleted statement:*

In addition to collaborative research, tenure and promotion committees, including the UF Academic Personnel Board, and external reviewers usually expect sole authored publications.

*Current language that follows in same paragraph above that the Task Force recommends deletion or editing as indicated below:*

~~Grant proposals on which the faculty member is principal investigator help provide evidence for the ability of the faculty member to develop and articulate a compelling program of research. However, grant proposals, while important, are not a substitute for publications, so untenured faculty should strive for a balance of writing activities that allows time for both publication and pursuit of funding.~~ MOVED AND EDITED -

*Proposed new language addition at this point:*

The College recognizes that the process of seeking and obtaining grant funding is, in itself a significant scholarly achievement and is therefore highly encouraged. However, grant proposals, while important, complement publications and creative/professional endeavors. Untenured faculty should allow time for writing and other activities for publication and creative/professional achievement, as well as pursuit of funding.

Evidence of earnest effort to seek and secure any research funding is important. Grant proposals help provide evidence for the ability of the faculty member to develop and articulate a program of research and creative/professional accomplishment.

Opportunities for funding for research and creative/professional endeavors vary according to specialties. Funding may consist of grants, fellowships or other forms of funding. Funding may be internal to the University system or external to the University system (e.g., state or federal grants, industry, foundations). Greater weight is placed on funding that is external to the University system.

Criteria for evaluating the quality of the grants include the prestige of the funding source, level of funding and competitiveness and/or prestige of the grant.