



Candidates for tenure and promotion are expected to achieve excellence in research according to the criteria outlined below.

1. Research productivity. Research products that will be considered include (but are not limited to): papers in peer-reviewed journals; monographs; talks and seminars at professional meetings or to professional organizations; patents; and productivity with student researchers with an emphasis on training of successful doctoral candidates. Products that strengthen the research infrastructure such as codes, instruments and interfaces should also be communicated along with their current and future impact.
2. Quality and quantity of publications in peer reviewed journals. Although this varies amongst sub-disciplines; it is expected that the candidate will produce a consistent record of publication in reputable journals. The standards of the journals and citations of the candidate's work compared to norms for the discipline will be considered. The candidate should submit evidence of the relevance and importance of published work; examples include citation data, journal impact factors, and notices in the popular press. An example of research excellence in most areas might include an average of 2-3 peer-reviewed research articles per year during the tenure-earning period; absence of a consistent publication record is typically reflective of a poorly functioning research program.
3. Funding. A year grant commensurate with the initial start-up package is necessary. This assessment will be made in the context of a year grant is needed during the tenure-earning years. Such grants typically generate overhead; examples include funding from federal agencies such as NSF, NIH, DOD, DOE, etc. A candidate for tenure should provide evidence of a sustained effort to secure funding through submission of grant proposals. Keeping in mind the low success rate for such grants, it is typical that a successful candidate submits proposals each year. The intent is that the candidate has demonstrated the ability to conduct an original and sustainable research program going forward.
4. Visibility. Active dissemination of research results through regular presentations is expected. The candidate should provide evidence of such dissemination through talks at major conferences and/or invitations to participate in national or international symposia and/or presentation of lectures at other institutions. Other forms of outreach through scholarly, popular and/or social media that contribute to a vibrant research program are also considered.
5. Letters. The external letters of evaluation are critical in determining the quality and significance of research judged by experts in the pertinent research arenas.
6. Collaborations. While collaborations are encouraged, it is expected that a record of significant publications over the tenure-earning years would result from principal authorship, defined as being either first author or principal sponsor of the work (often communicating or last author). It is incumbent on the candidate to clarify the extent of their contributions to any collaborative research products.

It is expected that a candidate will publish most of his or her papers in the tenure-earning period with a USF address and with his or her students and postdoctoral scholars as co-authors. Typically, a supervisor will not establish a record of independent research.



The Service section of a successful tenure and promotion dossier will generally contain:

1. Active participation in departmental, college, or university committees including student committees.
2. Regular reviews of manuscripts for journals and/or grant proposals for funding agencies.

In addition, high-visibility external activity is encouraged, and thus, the dossier may contain: