

UNIVERSITY OF SOUTH FLORIDA

ASSET INVESTMENT MANAGEMENT SYSTEM

CRITERIA FOR

Research, Scholarship and Graduate & Postdoctoral Education

Presented to:

The AIMS Salary Plan Committee

College of Medicine

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AIMS - Principles for Selection of Performance Metrics

- Must be simple, dynamically changing, and can be evaluated OBJECTIVELY
- Performance parameters (such as funding, publications, invited lectureships, etc.) and metrics must be:
 - Aligned with and promote our strategic goals
 - Relevant to the professional growth of our faculty (and therefore our institution)
 - Comparable to existing benchmarks in Carnegie High Research Volume Universities
- Must serve as catalyst for change and impel behavioral alterations that represent what we want to be rather than what we are or were
- Must provide collateral or “diffusional” benefit to ALL missions
- Must underscore the fact that accomplishing excellence is not a prerogative of a “select” group of faculty but an expectation of all involved
- Providing incentives and bonuses to the faculty should be an “unintended consequence” not the primary motivator for developing AIMS
- Faculty appointment, promotions, and tenure criteria should be closely realigned with these performance metrics

AIMS Criteria for Research & Scholarship

Key Considerations/Definitions - I

- Minimum requirement for scholarship:
 - 0.05 FTE effort allocated to scholarship
- No incentive and/or bonus consideration for faculty satisfying base scholarship requirements
- Full-time research faculty:
 - 0.6 FTE or more effort allocated to research
- Incentive and bonus is based on quality and level of research productivity **NOT** on the level of research effort allocation
- Quality and level of research & scholarship productivity correlates with the rank of faculty appointment

Key Considerations/Definitions - II

- Performance will be measured using the following four **OBJECTIVE** parameters:
 - Funding (Grants and/or Contracts)
 - With full indirects
 - With partial or NO indirects
 - Publication
 - Quality (High; Medium; or Low)
 - » Essential Science Indicators
(<http://scientific.thomson.com/products/esi/>)
 - » Journal Impact Factor
(<http://sciencegateway.org/impact/>)
 - Quantity/Frequency
 - Invited Lectures
 - Quality (Regional; National; and International)
 - Quantity/Frequency

Key Considerations/Definitions - III

- Performance will be measured using the following four **OBJECTIVE** parameters...*continued*:
 - Interdisciplinary Research and Collaboration
 - Expected of ALL faculty engaged in research & scholarship
 - Determined by:
 - » Joint submission of internal or external grants
 - » Joint submission of abstracts for regional, national, and international meetings
 - » Joint submission/publication of manuscripts
 - » Joint mentorship of doctoral and post-doctoral students
- Performance metrics are “vertically-integrated”
 - To qualify, faculty have to fulfill **ALL** requirements

AIMS Criteria for Faculty with Minimum Scholarship Requirement

AIMS Criteria for Minimum Effort Allocated for Scholarship

		ASSISTANT PROFESSOR		ASSOCIATE PROFESSOR	PROFESSOR
		YEARS 2-3	YEAR 4 AND BEYOND		
FUNDING (Grants or Contracts)	FULL INDIRECTS	Encouraged to obtain as PI, Co-PI, and/or Co-investigators			
	PARTIAL/NO INDIRECTS				
PUBLICATIONS	Peer-reviewed manuscripts, letters to editors, book chapters, etc.	1 per year	1 per year	1-2 per year	2-3 per year
LECTURES	LOCAL/REGIONAL	1 per year	1 per year	1-2 per year	1-2 per year
	NATIONAL	0	1 per year	1 per year	1 per year
	INTERNATIONAL	0	0	0	0
INTERDISCIPLINARY RESEARCH & COLLABORATION		1 per year	1 per year	1 per year	1 per year

AIMS Criteria for Full-time Research Faculty*

**a full-time research faculty is one who has 0.6 FTE or more effort allocated to research*



AIMS Criteria for Full-time Research Faculty: *Base Pay**

		ASSISTANT PROFESSOR		ASSOCIATE PROFESSOR	PROFESSOR
		YEARS 2-3	YEAR 4 AND BEYOND		
FUNDING (Grants or Contracts)	FULL INDIRECTS	Submitted one competitive grant	Submitted one competitive grant	Received one competitive grant of \$150K/year or higher	Received one competitive grant of \$150K/year/grant or higher
	PARTIAL/NO INDIRECTS		Obtained an external grant/ contract of \$50K/year or more	Obtained an external grant/ contract of \$50K/year or more	Obtained an external grant/ contract of \$50K/year or more
PUBLICATION (n)	HIGH IMPACT	0	0	0	0
	MEDIUM IMPACT	1 per year	1 per year	1 per year	1-2 per year
	LOW IMPACT	1 per year	1-2 per year	2-3 per year	2-3 per year
LECTURES	REGIONAL	1 per year	1-2 per year	1-2 per year	1-2 per year
	NATIONAL	0	1 per year	1 per year	1-2 per year
	INTERNATIONAL	0	0	1 per year	1 per year
INTERDISCIPLINARY RESEARCH & COLLABORATION		1 per year	1-2 per year	1-2 per year	1-2 per year

**for existing faculty only; faculty will be required to meet with their chairs in the next 1-2 months to develop a plan for enhancement of their research productivity*



AIMS Criteria for Full-time Research Faculty: *Base Pay**

		ASSISTANT PROFESSOR		ASSOCIATE PROFESSOR	PROFESSOR
		YEARS 2-3	YEAR 4 AND BEYOND		
FUNDING (Grants or Contracts)	FULL INDIRECTS	Submitted one competitive grant	Received one competitive grant of \$150K/year or higher	Received one competitive grant of \$200K/year or higher	Received one competitive grant of \$250K/year/grant or higher
	PARTIAL/NO INDIRECTS	Obtained an internal or external grant/contract of \$50K/year or more	Obtained an external grant/contract of \$50K/year or more	Obtained an external grant/contract of \$75K/year or more	Obtained an external grant/contract of \$100K/year or more
PUBLICATION (n)	HIGH IMPACT	0	1 per year	1 per year	1 per year
	MEDIUM IMPACT	1 per year	1-2 per year	1-2 per year	1-2 per year
	LOW IMPACT	1 per year	1-2 per year	2-3 per year	2-3 per year
LECTURES	REGIONAL	1 per year	1-2 per year	1-2 per year	1-2 per year
	NATIONAL	0	1 per year	1 per year	1-2 per year
	INTERNATIONAL	0	1 per year	1 per year	1 per year
INTERDISCIPLINARY RESEARCH & COLLABORATION		1 per year	1-2 per year	1-2 per year	1-2 per year

****for all new faculty***



AIMS Criteria for Full-time Research Faculty: *Incentive*

		ASSISTANT PROFESSOR		ASSOCIATE PROFESSOR	PROFESSOR
		YEARS 2-3	YEAR 4 AND BEYOND		
FUNDING (Grants or Contracts)	FULL INDIRECTS	Received one competitive grant of \$150K/year or higher	Received one competitive grant of \$200K/year or higher	Received one competitive grant of \$300K/year/grant or higher	Received two competitive grant of \$200K/year/grant or higher
	PARTIAL/NO INDIRECTS	Obtained an external grant/ contract of \$100K/year or more	Obtained an external grant/ contract of \$100K/year or more	Obtained an external grant/ contract of \$150K/year or more	Obtained an external grant/ contract of \$150K/year or more
PUBLICATION (n)	HIGH IMPACT	1 per year	1 per year	1-2 per year	2 or more per year
	MEDIUM IMPACT	1-2 per year	1-2 per year	2-3 per year	2-3 per year
	LOW IMPACT	1-2 per year	2-3 per year	3-4 per year	3-4 per year
LECTURES	REGIONAL	1-2 per year	1-2 per year	1-2 per year	1-2 per year
	NATIONAL	1 per year	1 per year	2-3 per year	2-3 per year
	INTERNATIONAL	1 per year	1 per year	1 per year	1-2 per year
INTERDISCIPLINARY RESEARCH & COLLABORATION		1 per year	1-2 per year	1-2 per year	1-2 per year



AIMS Criteria for Full-time Research Faculty: *Bonus*

		ASSISTANT PROFESSOR		ASSOCIATE PROFESSOR	PROFESSOR
		YEARS 2-3	YEAR 4 AND BEYOND		
FUNDING (Grants or Contracts)	FULL INDIRECTS	Received one competitive grant of \$200K/year or higher	Received one competitive grant of \$300K/year/grant or higher	Received two competitive grant of \$200K/year/grant or higher	Received two or more competitive grant of \$300K/year/grant or higher
	PARTIAL/NO INDIRECTS	Obtained an external grant/ contract of \$100K/year or more	Obtained an external grant/ contract of \$150K/year or more	Obtained an external grant/ contract of \$150K/year or more	Obtained an external grant/ contract of \$200K/year or more
PUBLICATION (n)	HIGH IMPACT	1 per year	1-2 per year	2 or more per year	3 or more per year
	MEDIUM IMPACT	1-2 per year	2-3 per year	2-3 per year	3-5 per year
	LOW IMPACT	2-3 per year	3-4 per year	3-4 per year	3-5 per year
LECTURES	REGIONAL	1-2 per year	1-2 per year	1-2 per year	1-2 per year
	NATIONAL	1 per year	2-3 per year	2-3 per year	3-4 per year
	INTERNATIONAL	1 per year	1 per year	1-2 per year	2-3 per year
INTERDISCIPLINARY RESEARCH & COLLABORATION		1 per year	1-2 per year	1-2 per year	1-2 per year

AIMS Criteria for Graduate & Postdoctoral Education

Key Considerations

- Only applicable to faculty who are involved in graduate and postdoctoral education
- Minimum requirement:
 - 0.1 FTE of effort allocated to graduate education
- Incentive and bonus is based on the quality and level of involvement and **NOT** on the level of graduate effort allocation
- In each category, faculty evaluations are rated on a sliding scale as follows:
 - Base: 3/6 metrics are satisfied
 - Incentive: 4/6 metrics are satisfied
 - Bonus: 5/6 metrics are satisfied



AIMS Criteria for Graduate & Postdoctoral Education

	Base	Incentive	Bonus
Graduate Teaching Students Evaluation	≥ 3.0	≥ 4.0	≥ 4.5
Course Director Students Evaluation Faculty Evaluation	≥ 3.0 ≥ 3.0	≥ 4.0 ≥ 4.0	≥ 4.5 ≥ 4.5
Mentorship # of Graduate Students AND/OR # of Postdoctoral Students	1 per year 1 per year	1 per year 1 per year	≥ 2 per year ≥ 2 per year
Student Performance Presentations/Publications Extramural Funding	1 per year \$5K per year	2-3 per year \$10-15K per year	≥ 4 per year ≥ \$20K per year
Graduate Thesis/Dissertation Committees	1 per year	2 per year	≥ 3 per year
Continued Professional Development - Faculty*	≥ 2 hours/year	≥ 3 hours/year	≥ 4 hours/year

**continued enhancement by the faculty of their teaching, mentorship, grantsmanship, and leadership skills*