Selective Salary Guidelines for Scoring

Scholarship

Tenured/Tenure Track Faculty (Research Educator or RE)

**Score of 1**

- For **full professors**, placement in Group 1 should indicate a record of scholarship that has gained extensive national recognition for its scope and quality. Scholarship in the forefront of the field is generally required for recognition in Group 1. Professors in this group should compare favorably with leading faculty members in research universities whose national standing in the same discipline is clearly above or equivalent to that of Wayne State University.

- For **associate professors**, the same high quality of work is required. The scope of the work will be somewhat less because he/she has not been active for as long a period as outstanding full professors in the same field. There should be national recognition that the faculty member’s work is very important; it should be favorably and regularly cited. Associate professors in this group should compare favorably with leading faculty members in the same rank in research universities whose rank in the same discipline is clearly above or equivalent to that of Wayne State University.

- For **assistant professors**, there should be evidence of very high quality work that promises to be in the forefront of his/her field. Ordinarily, consideration of the quality of a doctoral dissertation and of papers delivered but not yet published (or accepted for publication) is appropriate for assistant professors only in the first two years of appointment. Thereafter there should be evidence of high quality work published in selective journals. An assistant professor should be placed in Group 1 if the quality of his/her scholarly work is high enough to promise that, with continued work of the same quality and with a substantially broader record of such work, he/she would have high prospects for becoming a leading scholar in the field among his/her contemporaries.

**Score 2**

**Full professors and associate professors** should be placed in Group 2 if their scholarship does not warrant placing them in Group 1, but it would plainly qualify them for promotion to their present rank using current promotion and tenure standards in the University.

Note the School of Medicine 2014 Factors and Guidelines for Promotion and Tenure of faculty on this track indicate the following:

- **Professor**: “Research accomplishment must be rigorous and original or novel, and with fundamental significance or impact…. “Publication of original investigations in peer-reviewed journals is of greatest importance. Patents also serve as evidence of scholarship, as do reviews and chapters, particularly when the requests to author such publications are indicative of the individual's national or international stature. Publications that include trainees as co-authors are valued for teaching as well as scholarship. Research accomplishment will have resulted in appropriate (e.g., national or international) recognition,
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leadership stature, and eminence in the peer group that is appropriate for the area of research. Evidence of eminence shall include peer-reviewed publications and competitive external funding, especially on the national or international level. The candidate may be the primary investigator or one who provides continuing critical intellectual input to multiple collaborative research projects.”

- **Associate Professor**: “The primary criterion is distinction in research that is rigorous, sustained, and original or novel, has a distinctive focus, has a trajectory of increased quality and quantity, and has fundamental significance or impact. Peer recognition as a scholar at the national or international level is required. Publication of original investigations in peer-reviewed journals is of greatest importance. Patents also serve as evidence of scholarship, as do reviews and chapters, particularly when the requests to author such publications are indicative of the individual's national or international stature. Publications that include trainees as co-authors are considered for evaluation of teaching as well as for scholarship. Success in competitive investigator-initiated extramural funding, especially at the national/international level, is expected. The faculty member may be the primary investigator or one who provides critical intellectual input to collaborative research while establishing an appropriate independent focus. Notice will be taken of grant submissions, even if not funded, when the score is relatively favorable and the critique seems promising. High-level service based on scholarly stature and accomplishment contributes to the evaluation of scholarship.”

- An assistant professor should be placed in Group 2 if he/she is engaging in good quality scholarly work which meets the expectations on which he/she was hired but which does not yet show such promise that, if continued at the current level of quality and substantially broadened in amount and scope, it would promise that he/she would become a leading scholar in the field among his/her contemporaries.

**Score 3**

- **Associate and full professors** should be placed in Group 3 if they are maintaining a regular and continuing program of scholarly activity, but it is not high enough in quality and/or not large enough in amount to warrant promotion to their present rank under current promotion standards at Wayne State University.

- **Assistant professors** should be placed in Group 3 if their scholarly program has not yet produced work of sufficient quantity and quality for a person seeking to build a scholarly program that holds promise for placing them among the leading scholars in the discipline among their contemporaries. Exceptions may be made for assistant professors in their first two years of service in that rank; the quality of papers they have in draft or revisions made in expectation of publication as articles or a book may be examined.

**Score 4**

- **Associate and full professors** should be placed in Group 4 if they have only an episodic record of scholarly work or none at all, or if the work is generally of weak quality. An assistant professor shall be placed in Group 4 if he/she does not meet the standards of Group 3.
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CLINICIAN EDUCATOR (CE)

Score 2

- **For Full professors** expectation of sustained scholarship which are listed in the 2014-15 Factors and Guidelines for this track: Expectation of sustained scholarship which may include a broad variety of accomplishments, such as publications of original observations, review articles, case reports, letters to the editor, clinical outcomes studies, educational outcomes studies, books, book chapters, and electronically disseminated materials. These activities may involve collaborative efforts, as well as individual activities. Scholarship may also include patents, study protocols, clinical guidelines, and dissemination of curricula or curricular models, evaluation methodologies, faculty development programs, study guides, computer-aided tools, teaching tools, and workbooks. Scholarly activities are valued, not only for scholarship, but also as teaching when conducted with trainees. Although research accomplishment is not required in this track, it is valued.

- **For Associate Professors** evidence of scholarship is required and may include a broad variety of accomplishments, such as publications of original observations, review articles, case reports, letters to the editor, clinical outcomes studies, educational outcomes studies, books, book chapters, and electronically disseminated materials. These activities may involve collaborative efforts, as well as individual activities. Scholarship may also include patents, study protocols, clinical guidelines, and dissemination of curricula or curricular models, evaluation methodologies, faculty development programs, study guides, computer-aided tools, teaching tools, and workbooks. Scholarly activities are valued not only for scholarship but also as teaching when conducted with trainees. Research accomplishment, such as designing clinical trials or carrying out bench research, is not required, in this track.

- **For Assistant Professors** evidence of active participation in scholarly activities as described in the factors and guidelines for this track. In the first two years, preparation of clinical protocols, manuscripts and other scholarly accomplishments may be considered. Activities should progress to include publication of original observations in a broad spectrum of venues as described in the factors and guidelines. Scholarly activities are valued not only for scholarship but also as teaching when conducted with trainees.
Selective Salary Guidelines for Scoring

RESEARCH (R)

Faculty members whose only obligation is research, without requirement for teaching and service, are in the Research track. Although not required, teaching and/or service may be rewarded in the annual merit review process if such teaching and service is of sufficient quality and/or volume that merits recognition (e.g., Selective Salary).

Score 2

- For **Full and Associate Professors** the primary criterion is leadership of, or essential contribution to, research that is rigorous and original or novel. The publication record should reflect a continuing trajectory of increased quality and quantity and demonstrate peer recognition as a scholar at the national and/or international level and/or a demonstrated leadership role in the development of essential support services for ongoing peer-reviewed research of other investigators. Patents are also important evidence of scholarship. Evidence of recognition may also include peer-reviewed, competitive national funding for independent and/or collaborative research.

- For **Assistant Professors** the requirement is evidence of scholarly activity or research productivity beyond degree requirements, as indicated by abstracts, presentations, and/or publications in refereed journals.
Selective Salary Guidelines for Scoring

ALL TRACKS Requiring Teaching or Service

TEACHING

Score 1

A faculty member placed in Group 1 should have a record of outstanding teaching at the undergraduate and graduate levels (where there are graduate programs). Outstanding teaching should be evidenced by very high levels of performance on all pertinent teaching criteria, by concrete evidence of highly favorable student evaluation, by demonstrably high levels of student learning, and, wherever possible, by past recognition from faculty colleagues for teaching excellence. In general, “outstanding teaching” identifies faculty members who would be in the top quarter of those in their school or college in instructional effectiveness.

Score 2

Faculty members placed in Score 2 should have demonstrated effective teaching on most pertinent teaching criteria. There should be concrete evidence of favorable student evaluation and of high levels of student learning. The standard for placing a faculty member in Score 2 is that he/she must be engaged in teaching that, while not among the very highest group in the school or college, would clearly qualify him/her to meet the current standard for promotion to his/her present professorial rank.

Score 3

Faculty members placed in Group 3 should be engaged in effective teaching on some of the pertinent teaching criteria. Generally such faculty members will receive somewhat mixed reviews of teaching from students and from faculty colleagues and evidence of student learning will be mixed. In general, a faculty member placed in Group 3 is engaged in satisfactory teaching, but his/her teaching would not be sufficient to gain promotion to his/her present rank using current promotion standards.

Score 4

A faculty member placed in Score 4 generally receives substantially less favorable student and peer evaluations of teaching as compared to faculty peers in the same school/college, and the evidence of student learning is mixed. The quality of teaching for faculty members in Group 4 is below that which would be expected to gain promotion to his/her present rank and would not be sufficient to gain appointment to the University in any rank.
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**SERVICE**

*Score 1*

A faculty member should be placed in *Score 1* if he/she has engaged in substantial high quality service to his/her profession and/or the community and has, in addition, rendered, at a minimum, consistent, high quality service in a responsible role to the University.

*Score 2*

A faculty member should be placed in *Score 2* if he/she has engaged in substantial high quality service in responsible roles to the University and has a record of some responsible contributions to his/her profession and/or the community.

*Score 3*

A faculty member should be placed in *Score 3* if he/she has given only modest service in quantity or quality to his/her profession, the community, or the University.

*Score 4*

A faculty member should be placed in Group 4 if he/she does not meet the standards of *Score 3*. 