

Promotion Guidelines
Non-Tenure Track Research Faculty
Department of Poultry Science
Auburn University

These guidelines will be used by the Department of Poultry Science in support of faculty promotions of non-tenure-track (NTT) research faculty. The Departmental Tenure and Promotion Committee, comprised of tenured faculty, will provide oversight to ensure that these guidelines are followed as a supplement to those in the Auburn University Faculty Handbook, Chapter 3, Section 3.5.3. In the case of faculty seeking the rank of Professor, the committee shall consist of those with the rank of Professor. All faculty members including NTT Research faculty interested in being promoted should be familiar with the most up-to-date policies and procedures outlined in the [Auburn University Faculty Handbook](#), as it contains the most current information. This document is developed to complement the policies described in the Handbook. Progressively higher professional competence and accomplishment are expected for the upward movement of Poultry Science non-tenure track faculty members.

Promotion to NTT Associate Research Professor

It is important that candidates for promotion to either associate research professor or research professor show consistent and sustained scholarly productivity throughout their time in rank. Faculty members are encouraged to continuously maintain a high level of scholarly productivity to ensure they are meeting or exceeding expectations.

- 1) NTT Assistant Research Professors are expected to establish an active, extramurally funded, and independent research program involving students, as evidenced by:
 - Publishing research articles regularly in quality peer-reviewed journals
 - Obtaining consistent external funding adequate to support their research program and students
 - Presenting research findings at professional, scientific, or stakeholder meetings
 - Directing graduate student research

Note: The expected number of publications, funding efforts, presentations, and graduate students is defined by the percentage of the probationer's research appointment, which for Assistant/Associate Research Professors is typically 100%. **At a minimum, for every 25%** research appointment the candidate is expected to publish one peer-reviewed paper, on average, annually. It is also expected that the candidate submit (as PI or Co-PI) one single-discipline or interdisciplinary extramural grant per year. It is expected that faculty members balance internal and commodity funding with competitive extramural funding. Also, for every 25% research appointment, they are expected to be the first or senior person presenting at a professional, scientific, or stakeholder meeting per year. Lastly, at 100% appointment, the candidate is expected to advise or co-advise four graduate students (either M.S. or Ph.D.) prior to application for promotion and to have graduated at least one student during the Assistant Research Professor period.

- 2) Service is expected from all faculty members, which includes:
 - Provide service at the department, college, and university levels, and/or professional societies.
 - Serve as editors and reviewers for professional publication outlets and serve on panels of agencies and funding agencies.
 - Assist with the Land Grant mission of the University by interacting with stakeholders as needed.

- Comport themselves in a collegial manner.

The likelihood of continued and consistent excellence and productivity, based on the above guidelines, will be a major consideration in the recommendation of promotion of a NTT Assistant Research Professor to NTT Associate Research Professor.

Promotion to NTT Research Professor

- 3) Continue to meet the guidelines for promotion to NTT Associate Research Professor.
- 4) Establish a national or international reputation in their discipline as evidenced by:
 - Invitations to participate in review panels, committees, and/or other influential groups within their discipline
 - Invitations to be a plenary and/or keynote speaker at national or international conferences
 - Invitations to serve on editorial boards of prestigious journals and/or write reviews, syntheses, or perspectives
- 5) Demonstrate leadership within the School, College, University, professional societies, discipline, and/or government agencies as evidenced by:
 - Holding elected office and/or appointed positions in professional societies
 - Chairing committees within the University
 - Serving on public- and/or private-sector advisory and/or steering committees and/or panels
 - Leading large, funded research projects

Note: The bulleted items in guidelines 4 and 5 are examples of evidence that can be offered. It is not necessary to have done them all, and other evidence may be offered.

The likelihood of continued and consistent excellence and productivity, based on the above guidelines, will be a major consideration in the recommendation for promotion of an NTT Associate Research Professor to NTT Research Professor.

There is no fixed requirement for years of service before consideration of promotion in the research title series. However, the qualifications for promotion from Assistant Research Professor to Associate Research Professor generally cannot be demonstrated fully in less than five complete years of service in the rank of Assistant Research Professor, and the qualifications for promotion from Associate Research Professor to Research Professor generally cannot be demonstrated fully in less than four complete years of service in the rank of Associate Research Professor. The promotion process can be initiated by the department head or by the candidate at an appropriately scheduled time.