

POLICY ON FACULTY GRADUATE MEMBER STATUS IN ZOOLOGY

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The primary consideration in all decisions regarding the graduate status of Zoology faculty should be the impact that this will have on the graduate program. We want to attract the best students possible, and they should all have equally good opportunities to succeed. In a research department such as ours, this means that the faculty mentors must have strong research records, both to compete for the best students and to provide students with the best possible mentorship in design and conduct of research experiments, obtaining funding, making connections with others in the research field, and above all, publicizing the work through research presentations and publications of the highest possible impact.

For these reasons, it is my policy that graduate faculty with M1, M2, or M3 status must be able to demonstrate evidence of active, sustained involvement in research. For mentorship of Ph.D. students (e.g., M2 or M3 status), the bar is even higher, as these mentors should have or be on the way toward developing strong national reputations for their research. In the case of tenured and tenure-track faculty with traditional distributions of effort in teaching and research, this threshold is generally met, as this is also the threshold for tenure and promotion. However, there may be unusual cases where an individual tenured faculty member's effort in research has declined to a point where such a graduate status may no longer be appropriate.

In most cases, ranked renewable term faculty (RRTF) and non-regular faculty (Instructors or Lecturers) have higher teaching loads and a reduced (or zero) distribution of effort in research, and not all of these faculty have PhDs. For these faculty, graduate status will be evaluated on a case by case basis by the chair, often in consultation with the graduate liaison and Committee A.

SM will be the default status for most RRTF and non-regular faculty in the department, as well as some adjuncts and other affiliated faculty. Faculty with SM status may teach graduate level courses and may serve on a graduate committee for which this service has been approved by the graduate college. However, these faculty cannot chair a graduate committee.

M1, M2, and M3 status will be reserved for faculty who demonstrate active, sustained research effort, as judged by publications, grants and grant applications, and conference/invited presentations. Since publication rates and standards are very field-dependent, even within the biological sciences, there are no hard and fast rules to follow for how many publications or grants or presentations (or of what quality) would amount to sufficient effort to meet this threshold. Rather, it is necessary to assess how a person's record compares to other researchers with

national reputations in that field. Faculty with adjunct appointments generally are not sufficiently involved in the day-to-day training of graduate students in the department to hold M1-M3 appointments, but there may be exceptions to this that will be evaluated on a case-by-case basis.

To obtain or retain M3 status, a faculty member must have at least a five-year publication record that appears likely to establish (or already has established) a strong national research reputation. In addition, the faculty member must have the ability, or a strong likelihood within a five year period, of being able to fund one or more graduate students (e.g., research assistantships and supplies and materials) at a level commensurate with other faculty working in similar fields in the department. The best evidence of this will be proposals that receive favorable reviews—even if they are not funded—to obtain competitive, extramural grant support for research.

To obtain or retain M1 or M2 status, a faculty member must have at least a five-year publication record that is of sufficient quality and intensity to provide graduate students with master's (M1) or doctoral (M2) training on par with the training received with other M3 faculty in the department. If the faculty member is active in research, but it is unclear that this standard will be met, then SM status (with approval to serve on individual committees) may be the most appropriate designation.