

Path to Professorship
College of Behavioral & Community Sciences

In Fall, 2018, Dean Julianne Serovich initiated conversations with CBCS faculty holding the rank of Associate Professor. At a meeting held on October 23rd, 2018, Dean Serovich outlined an initiative called *Path to Professorship*. She encouraged Associate Professors who were interested in promotion to develop a plan that would lead to achieving the rank of Professor. As part of that plan, she encouraged Associate Professors to:

1. Review the department criteria for promotion to Professor and assess areas of strength and areas in need of additional productivity.
2. Consult with Professors in the department to review the faculty member's profile in comparison to department criteria for promotion.
3. Consult with the department chair/school director to develop a plan and timeline for applying for promotion. As part of the discussion, identify resources that may be provided to support the plan commensurate with productivity.
4. If needed, identify potential mentors from within or outside the department/university.
5. Consult with the Associate Dean for Research to discuss college and university resources available to support the promotion plan (see following page).
6. When preparing the application for promotion, clearly document and describe the impact of the scholarly work included in the application packet.

Addressing Gaps in Research Productivity

The Dean recognized that gaps in productivity may have occurred for understandable reasons. For some, health conditions, family obligations, or administrative duties may have resulted in a period of low research productivity. For others, changes in university/college expectations for research productivity may have discouraged faculty from pursuing promotional aspirations. Consequently, they may have shifted their effort away from research and toward expanded teaching or service duties. The Dean recommended that any such gaps be identified and explained in the promotion application narrative. As long as a positive trajectory of research productivity and substantive impact can be documented following the gap years, the Dean was optimistic that promotion could be a possibility.

College and University Research Resources

CAS sponsored summer workshop on grant writing

USF Internal Awards Programs (Office of Research & Innovation): <https://www.usf.edu/research-innovation/sr/internal-awards-program.aspx>

- Internal Awards
- Conference Support Grants
- Faculty International Travel Grants
- Proposal Enhancement Grants

CBCS Internal Grants program (\$20,000 awards)

CBCS International Collaboration Grants program (\$2,000 awards)

CBCS ADR is available:

- to discuss research ideas and funding opportunities
- to review of Specific Aims
- to help facilitate expert reviews of large research grant proposals
- to help identify possible collaborators

CBCS University Research Administrators assist with:

- Budget preparation
- Biosketches
- Compliance issues
- Preparation and submission process
- Award management
- Participant payment requests
- Research compliance
- Effort reporting
- Budget monitoring and planning
- Project annual reports, final reports, and closeouts

<http://intra.cbcs.usf.edu/ResearchTools/ResearchForumSeries.cfm>

Videos and PowerPoint presentations on:

Research mentorship

Sustaining grant-funded research

NIH Career development awards

Publishing

Strategies to facilitate scholarly productivity

Collaboration

PCORI grants

Biosketches and SciENCv

Project management

Data management plans

Timelines for preparing grant proposals