

**LAFAYETTE COLLEGE
BIOLOGY DEPARTMENT
SCHOLARSHIP GUIDELINES**

Lafayette College faculty handbook mandates that each academic department shall prepare guidelines “identifying the recognized forms of scholarship in the field and explaining the relative importance of different forms of scholarship for an assessment of a faculty member’s scholarship.” These guidelines must be reviewed at least once every three years.

Added Sept 29, 2020 by consent of the department:

The department recognizes that the disruptions caused by the COVID-19 pandemic impacted our department members. Further, the biology department recognizes that the degree and significance of that impact varies by each individual, particularly in the arena of scholarly activities and productivity during the pandemic and for some amount of time after normal College operations resume. The department will consider these impacts during its reviews of scholarship records and invites faculty members to articulate impacts that are particular to their individual situations and scholarly activities.

Research and Student Mentorship

Establishment of a research program at and published from Lafayette College is required.

- The Department expects faculty to consistently engage students in their research program, primarily through Independent Research and Honors Thesis projects. External grants and the College's research funding programs also provide support to engage students in research through interim and summer and faculty are encouraged to apply for these funding sources.
- Intellectual leadership of some published research created and developed at Lafayette College is necessary.
- The Department recognizes the versatility and valuable assistance of modern technologies such as online platforms. However, while mentoring may, under exceptional circumstances, be conducted online, on-campus, direct supervision of research students is required.
- Faculty should develop and maintain a research program in the biological sciences that indicates continued advancement of her/his research activities.
- Collaboration is recognized as an important and sometimes essential component of scientific endeavor and can enhance a candidate's scholarship and productivity. When engaged in collaborative work, the candidate must specify his/her role in the project.

Publications

Publication of original research –incorporating the generation of new data or ideas– in peer-reviewed publications, including journals* or peer-reviewed proceedings[§] is required.

* The Department has no concerns with publishing in reputable Open Access Journals.

- It is anticipated that peer-reviewed publications will form a significant component and should be the focus of the candidate's record of scholarly productivity. These publications should reflect a sound and sustainable research program at Lafayette and extend beyond Ph.D. thesis and postdoctoral studies. It is expected that, at least, some of these required publications include Lafayette students as co-authors.
- Within this criterion, we recognize differences among journals in quality and scope; while no formal metrics are calculated (e.g., algorithms using impact factors), additional evaluative weight is given to publications that appear in more general or widely distributed (i.e., prestigious) journals.
- There is no set number of papers that need to be published, as the Department recognizes different field/data collection methods and timelines that affect time to publication. While quantity is not the primary criterion, candidates should develop a research plan that will consistently demonstrate completion of published research within the review period in indexed journals.

Other forms of scholarship

Other types of scholarship in biology may contribute to the record of scholarly productivity, but are not required. However, taken alone, these contributions do not constitute sufficient evidence of scholarly productivity as required for tenure and promotion. Additional types of scholarship include:

- Development, implementation, and maintenance of an online database;
- Peer-reviewed review, pedagogical, and historical papers and textbooks are examples of what could constitute other forms of scholarly contributions;
- Editorship of a scholarly journal, book series, or contributed volume, either ongoing or once-off, has both scholarship and service components that may be significant;
- Encyclopedia entries, book reviews, popular press articles, abstracts, and other published contributions that receive minimal or no peer-review at all (these are considered lesser contributions than those above);
- Products of creative expression based on a faculty member's research expertise, such as fiction, exhibitions, or performance, are welcome additions to a candidate's portfolio. The candidate should provide documentation of these products and their reception;
- Poster and oral conference presentations and invited lectures are important indications of ongoing research, engagement with scientific community, and future potential and engagement in the scholarly process.
- Community-based activities that do not fit within the previously defined forms of scholarship are considered evidence of service.

Grants

We encourage the pursuit of extramural research grants.

§ Published abstracts are not considered peer-reviewed proceedings.

- The Biology Department recognizes the importance of demonstrating the scholarly value of crafting and writing proposals by submitting a research proposal to an external agency.
- Receiving grant funds from external agencies is not required but it is valuable evidence of developing/ongoing research and is indicative of positive peer-review of a research program underway.