

## **LAFAYETTE COLLEGE BIOLOGY DEPARTMENT SCHOLARSHIP GUIDELINES**

Lafayette College's *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 the January interim and summer. Faculty are encouraged to apply for these funding sources.
- Intellectual leadership of some published research created and developed at Lafayette College is necessary.
- Candidates are expected to demonstrate scholarly development, accomplishment, and promise in the biological sciences.
- 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 their 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<sup>§</sup> is required.

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<sup>1\*</sup> The Department has no concerns with publishing in reputable Open Access Journals.

<sup>§</sup> Published abstracts are not considered peer-reviewed proceedings.

- 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 some of these publications include Lafayette students as co-authors.
- Within this criterion, we recognize differences among journals in quality and scope; while no formal metrics are expected (e.g., algorithms using impact factors, h-index, i10 index, etc.), 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.
- Manuscripts that are "in press" have passed peer-review and have been accepted for publication; thus, they are viewed equivalently to published products. Manuscripts posted on preprint servers (e.g., bioRxiv), but that have not yet been accepted for publication, can serve as preliminary evidence of an active research program that will likely result in future publications.

### **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 one-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 the 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

- The Biology Department values the scholarly importance of writing and submitting research proposals to external agencies.
- 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.