

# Expected Standards of Performance for Tenured Faculty

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University of Iowa College of Public Health

Productivity Standards Statement

(Approved by CPH Faculty Council on 3/23/2012; approved by DEOs and Dean on 3/27/2012)

The five departments in the College of Public Health (Biostatistics, Epidemiology, Community & Behavioral Health, Health Management & Policy, and Occupational & Environmental Health) each have expectations for promotion from Assistant Professor to Associate Professor, and from Associate Professor to Professor. The minimal expectation for annual productivity rate for tenured faculty who are at each of these ranks is the same as what was required to achieve promotion to these ranks. In other words, it is expected that there will not be a drop-off in productivity post-promotion. However, there can be a shift in the balance of productivity within and among the areas teaching, scholarly research, and service, when documented through the Post-Tenure Effort Allocation agreement that is updated during annual reviews.