

## **Research Scientist/Scholar Career Track**

**Research Scientists/Scholars.** Research Scientists/Scholars are normally PhD researchers who work independently on projects and who contribute original, creative work.

**Research Scientist/Scholar I** is an individual who normally has a recent (less than 3 years) PhD with limited scientific research experience. A Research Scientist/Scholar I is expected to pursue research, either individually or as a member of a team, and to show promise for independent research. Effort, with appropriate assistance, at solicitation of support for research projects and submission of papers to refereed journals and national scientific meetings is expected. Individuals holding this title are to be formally evaluated within the first 3 years of service for promotion to the level of Research Scientist/Scholar II.

**Research Scientist/Scholar II** is considered to be analogous to the Assistant Professor title for regular faculty. It is attained by promotion from Research Scientist/Scholar I or, when appropriate, is granted to individuals hired with at least 3 years of post-doctoral work or its equivalent. A Research Scientist/Scholar II is expected to participate actively in research and in the planning of and solicitation of support for research projects, and to demonstrate initiative by submitting papers to refereed journals and presenting papers at national scientific meetings. Research Scientists/Scholars II may be evaluated after 4 years of service for promotion to Research Scientist/Scholar III.

**Research Scientist/Scholar III** is considered to be analogous to the Associate Professor title for regular faculty. It is attained by promotion from Research Scientist/Scholar II or, when appropriate, is granted to individuals hired with at least 7 years of post-doctoral work or its equivalent. A Research Scientist/Scholar III is expected to show substantial accomplishment in research, which may include regular publication of articles in refereed journals, regular presentation of papers at national or international scientific meetings, award of patents, and/or successful raising of research support funding. A Research Scientist/Scholar III must show a promise of future leadership ability. The individual will also be expected to provide service to the profession by serving on external committees or organizing or chairing national and/or international meetings, workshops, etc, or by scientific public outreach. This individual would be encouraged to develop an academic relationship with an appropriate academic unit. Research Scientists/Scholars III may be evaluated after 5 years of service for promotion to Senior Research Scientist/Scholar.

**Senior Research Scientist/Scholar** is analogous to the title of Professor for regular faculty. This title would pertain to an individual who, because of outstanding, sustained, superior performance is recognized by his or her peers as an accomplished senior researcher and leader in her or his field. Researchers with this title will have made outstanding contributions in research and achieved international recognition, as evidenced by original publications in peer-reviewed journals, award of patents, service in

national and international organizations and review groups, and continued research funding. A Senior Research Scientist/Scholar must have demonstrated leadership activities. This individual would be encouraged to have an academic relationship with an appropriate academic unit.