

## Research faculty rank criteria for appointment and promotion.

### Research Associate Professor

Key Characteristic	Requirements
Scholarship	<ul style="list-style-type: none"> <li>• Strong local and national reputation on the basis of research productivity and contributions over several years consistent with that of a tenured associate professor.</li> <li>• Substantial record of peer-reviewed publications, including papers as first, lead or senior author.</li> <li>• Significant, sustained participation in relevant academic or professional meetings.</li> </ul>
Independence	Independent scholarship and independent funding such as serving as PI, multiple PI, and/or lead of substantive portions of multiple research grants.
Teaching	A record of substantial non-didactic teaching and mentoring of postdoctoral fellows, junior research colleagues, or students at any level.
Service	Substantial record of internal service (less than tenure track), some external service.

### Research Professor

Key Characteristic	Requirements
Scholarship	Exemplary and sustained national and international reputation and achievements equivalent to a tenured professor.
Independence	Independent scholarship and independent sustained funding such as serving as PI, multiple PI, and/or lead of multiple portions of multiple research grants.
Teaching	A record of substantial non-didactic teaching and mentoring of postdoctoral fellows, junior research colleagues, or students at any level.
Service	Substantial record of internal service (less than tenure track), external service expected.

### Associate Research Scientist

Key Characteristic	Requirements
Scholarship	<ul style="list-style-type: none"> <li>• Strong local and growing national scholarly reputation on the basis of research productivity and contributions over several years, possibly as part of a larger research program.</li> <li>• Record of peer-reviewed publications.</li> <li>• Participation in relevant academic or professional meetings.</li> </ul>
Independence	Independence not required but may be developing.
Teaching	No formal teaching requirement.
Service	No formal service requirement.

### Research Scientist

Key Characteristic	Requirements
Scholarship	<ul style="list-style-type: none"> <li>• Strong national and international scholarly reputation on the basis of sustained research productivity and contributions.</li> <li>• Substantial record of peer-reviewed publications.</li> <li>• Significant, sustained participation in relevant academic or professional meetings.</li> </ul>
Independence	A record of independent scholarship and funding.
Teaching	No formal teaching requirement.
Service	Significant internal institutional service. (Some external expected.)