

03-040Research Faculty Appointment and Promotion Criteria

Performance area			Research Investigator (RI)	Research Scientist Track			Research Professor Track		
				Assistant Research Scientist (aRS)	Associate Research Scientist (ARS)	Research Scientist (RS)	Research Assistant Professor (RaP)	Research Associate Professor (RAP)	Research Professor (RP)
Scholarship	OVPR CRITERIA		<ul style="list-style-type: none">Entry Position - Doctoral, MD, PhD or equivalent	<ul style="list-style-type: none">Potential for scholarly development, possibly as part of a larger research programRecord of peer-reviewed publicationsParticipation in relevant academic or professional meetings	<ul style="list-style-type: none">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 programRecord of peer-reviewed publicationsParticipation in relevant academic or professional meetings	<ul style="list-style-type: none">Strong national and international scholarly reputation on the basis of sustained research productivity and contributionsSubstantial record of peer-reviewed publicationsSignificant, sustained participation in relevant academic or professional meetings	<ul style="list-style-type: none">Strong local and growing national scholarly reputation on the basis of research productivity and contributions over several yearsRecord of peer-reviewed publicationsParticipation in relevant academic or professional meetings	<ul style="list-style-type: none">Strong local and national reputation on the basis of research productivity and contributions over several years consistent with that of a tenured associate professorSubstantial record of peer-reviewed publications, including papers as first, lead or senior authorSignificant, sustained participation in relevant academic or professional meetings	<ul style="list-style-type: none">Exemplary and sustained national and international reputation and achievements equivalent to a tenured professor
	Implementation of criteria	Performance		<ul style="list-style-type: none">Potential, possibly as part of a large program	<ul style="list-style-type: none">Productive over several years, possibly as part of a large program	<ul style="list-style-type: none">Sustained productivity and contributions	<ul style="list-style-type: none">Potential	<ul style="list-style-type: none">Productivity and contributions similar to Tenure Track	<ul style="list-style-type: none">Exemplary and sustained, similar to Tenure Track
		Peer-reviewed Publications		<ul style="list-style-type: none">Some, as a result of PhD or postdoctoral training	<ul style="list-style-type: none">Growing Record publications: although majority of contribution may be part of large author teams, demonstration of leading the output, writing of some scholarly work expected as typically measured as lead author on some publications	<ul style="list-style-type: none">Substantial record	<ul style="list-style-type: none">Some, as a result of prior training	<ul style="list-style-type: none">Substantial record of productivity	<ul style="list-style-type: none">Exemplary record of productivity
		Professional Community		<ul style="list-style-type: none">Participation	<ul style="list-style-type: none">Participation	<ul style="list-style-type: none">Significant and sustained participation	<ul style="list-style-type: none">Participation	<ul style="list-style-type: none">Significant and sustained participation	<ul style="list-style-type: none">Exemplary and sustained participation
		Reputation		<ul style="list-style-type: none">Potential	<ul style="list-style-type: none">Strong local and growing national	<ul style="list-style-type: none">Strong national and international	<ul style="list-style-type: none">Potential	<ul style="list-style-type: none">Strong local and national	<ul style="list-style-type: none">Strong national and International
		Impact		<ul style="list-style-type: none">None	<ul style="list-style-type: none">Some	<ul style="list-style-type: none">Significant	<ul style="list-style-type: none">None	<ul style="list-style-type: none">Significant	<ul style="list-style-type: none">Significant
	Independence	OVPR CRITERIA		<ul style="list-style-type: none">Independence not required or planned forPlan for supporting role	<ul style="list-style-type: none">Independence not required or planned for, but would strengthen the casePlan for supporting role	<ul style="list-style-type: none">A Record of independent scholarship/scientific contributions, and/orSignificant scientific managerial responsibilities such as supervision and mentorship of other research faculty	<ul style="list-style-type: none">Plans and development for independence	<ul style="list-style-type: none">Independent scholarship and independent funding such as serving as PI, multiple PI, and/or lead of substantive portions of multiple research grants (at comparable level to tenure track)	<ul style="list-style-type: none">Independent scholarship and independent, sustained funding such as serving as PI, multiple PI, and/or lead of substantive portions of multiple research grants (at comparable level to tenure track)
Implementation of criteria		Intellectual		<ul style="list-style-type: none">None, but may be developing	<ul style="list-style-type: none">Developing	<ul style="list-style-type: none">Strong evidenceEvidence of substantial supervisory role over defined area, e.g., Core Director	<ul style="list-style-type: none">Developing line of inquiry	<ul style="list-style-type: none">Strong evidence of independence	<ul style="list-style-type: none">Complete
		Funding		<ul style="list-style-type: none">None required	<ul style="list-style-type: none">Evidence of proposal efforts as Co-I	<ul style="list-style-type: none">Evidence of success with external funding as PI or Co-PI/MPI or substantive Co-I role with fiscal responsibility (may be modest size award, including modest size foundation, industry and other small external funds or Site PI / Co-I w scientific and fiscal responsibility for a core or clearly-delineated scientific aim)	<ul style="list-style-type: none">None, but developing collaborations	<ul style="list-style-type: none">Evidence of independent scholarship and independent funding such as serving as PI, multiple PI, and/or lead of substantive portions of multiple research grants (at comparable level to tenure track)	<ul style="list-style-type: none">Complete, sustained
Teaching	OVPR CRITERIA	<ul style="list-style-type: none">No formal requirement for teaching	<ul style="list-style-type: none">No formal requirement for teaching	<ul style="list-style-type: none">No formal requirement for teaching	<ul style="list-style-type: none">No formal requirement for teaching	<ul style="list-style-type: none">No formal requirement for teaching	<ul style="list-style-type: none">No formal requirement for teaching	<ul style="list-style-type: none">A record of substantial, non-didactic teaching and mentoring of postdoctoral fellows, junior research colleagues, or students at any level within the context of one or more research fields	<ul style="list-style-type: none">A record of substantial non-didactic teaching and mentoring of postdoctoral fellows, junior research colleagues, or students at any level within the context of one or more research fields
	Implementation of criteria	Non-didactic		<ul style="list-style-type: none">None required	<ul style="list-style-type: none">None required	<ul style="list-style-type: none">Participation in student/trainee/learner mentoring	<ul style="list-style-type: none">None required	<ul style="list-style-type: none">Substantial record	<ul style="list-style-type: none">Substantial record
		Didactic		<ul style="list-style-type: none">None required	<ul style="list-style-type: none">None required	<ul style="list-style-type: none">None required	<ul style="list-style-type: none">None required	<ul style="list-style-type: none">None required	<ul style="list-style-type: none">None required
Service	Internal		<ul style="list-style-type: none">No formal requirement	<ul style="list-style-type: none">No formal requirement	<ul style="list-style-type: none">Some	<ul style="list-style-type: none">Significant	<ul style="list-style-type: none">None required	<ul style="list-style-type: none">Substantial (less than Tenure Track)	<ul style="list-style-type: none">Substantial (less than Tenure Track)
	External		<ul style="list-style-type: none">None	<ul style="list-style-type: none">None	<ul style="list-style-type: none">No formal requirement	<ul style="list-style-type: none">Expected / Some	<ul style="list-style-type: none">None	<ul style="list-style-type: none">Some	<ul style="list-style-type: none">Expected
Time in Rank Policy			<ul style="list-style-type: none">OVPR does not approve but must be notifiedMaximum time in rank, 4 yearsMovement to aRS or RaP at Dept level	<ul style="list-style-type: none">OVPR does not approve but must be notified of new appointments or promotion to aRSMaximum time in rank, 6 years (time in rank extension requests permitted)During 6th year of appointment, unit must complete a full review and submit to OVPR for approval. As a result of this review:<ul style="list-style-type: none">-Candidate may be promoted to: ARS, RaP, RAP as appropriate-Candidate may be transitioned to staff position or terminated	N/A	N/A	<ul style="list-style-type: none">During 6th year of appointment, unit must complete a full review and submit to OVPR and the Provost's Office for approval. NOTE: Michigan Medicine provides for this review in the 7th year of appointmentCandidate may be transitioned to staff position or terminated	N/A	N/A

*Units that report to OVPR must submit recommendations for promotions to the respective Associate Vice President for Research for promotions to the ranks of Assistant Research Scientist or higher

effective 7.1.2024