

## **Appendix Ic: GUIDELINES FOR EXCELLENCE IN THE COMPONENTS BY RANK**

### **RESEARCH**

#### *Research — Associate Professor*

Demonstrable success in developing and sustaining an identity as an independent investigator with an area of focused expertise, as evidenced by:

- Intellectual stewardship of a sustained program of research over time, which may include:
  - Continuity, with sequential hypothesis generation and testing
  - More than one line of research
  - Research funding
    - support of sustained research program through renewal or new grants or contracts as principal or co-investigator
    - obtained from organizations with competitive peer review processes
    - may include funding from other sources
    - may include meritorious peer-reviewed grant applications (e.g., outstanding priority scores) even if not funded
- Publications in peer-reviewed journals
  - Quality as a primary determinant
    - Journal eminence
    - Demonstrable impact in advancing the field and creating new knowledge
      - Originality
      - Significance
      - Influence on subsequent work by others
  - Number of publications may vary, as the number and timing of publications are of importance primarily as evidence of sustained research productivity
  - Authorship demonstrating stewardship of the intellectual content
    - First or senior author
    - Co-authorship of papers first-authored by mentees
- For some, may include patents or inventions
  - Impact in advancing the field as evidenced by:
    - Originality
    - Significance
    - Influence on subsequent work by others (e.g., evidence of licensing)
- For some, may include research collaborations
  - Demonstrable contributions to multidisciplinary research teams and/or other collaborative professional or community groups, as appropriate to the field and scientific goals
  - Scientific or technical expertise playing unique and critical role(s) in team research
  - Role(s) demonstrating stewardship of at least some defined portion of the intellectual content