Appendix Ic: GUIDELINES FOR EXCELLENCE IN THE COMPONENTS BY RANK

THE DESCRIPTIONS FOR THE RANK OF PROFESSOR REFER TO THE DESCRIPTIONS FOR ASSOCIATE PROFESSOR; THEREFORE, THE DESCRIPTIONS OF BOTH RANKS ARE INCLUDED HERE.

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
Research — Professor

Continued and sustained excellence as an independent investigator, with evidence for any of the following:
- Broader scope, in content area or in multidisciplinary collaborations
- Greater originality or innovation
- Greater impact on the field
- Necessarily should include independent or collaborative funding and publications records consistent with greater level of distinction and preeminence as a scientist