Decision Guide on Staff vs. Faculty Appointment for a scientist completing a postdoc

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Institutional expectations that they develop career toward obtaining research grants as a PI?

Yes → Institutional expectations that they develop career toward obtaining research grants as a co-Investigator?

Yes → Institutional expectations that they develop career toward intellectual independence of a program of research?

Yes → Institutional expectations that they contribute fully to SMD academic missions, to include teaching & service/leadership to the institution & the field?

Yes → ACADEMIC APPOINTMENT (e.g., Senior Instructor, Assistant Professor)

No → No → No → No → STAFF APPOINTMENT (e.g., Staff Scientist)

RESEARCH APPOINTMENT (e.g., Research Assistant Professor)

Notes
1. Faculty or staff appointments also must be made in light of departmental expectations and appropriate qualifications, c.f., SMD Regulations of the Faculty or staff job description
2. Should expectations of the individual's role change, it may be appropriate to change them from one type of appointment to another, as consistent with their qualifications