

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