

## Research Faculty Appointment and Promotion Criteria

Performance area		Research Investigator	Research Scientist Track			Research Professor Track			
			Assistant Research Scientist	Associate Research Scientist	Research Scientist	Research Assistant Professor	Research Associate Professor	Research Professor	
Scholarship	<b>OVPR CRITERIA</b>	• Entry Position - Doctoral, MD, PhD or equivalent	<ul style="list-style-type: none"> <li>Potential for scholarly development, possibly as part of a larger research program</li> <li>Record of peer-reviewed publications</li> <li>Participation in relevant academic or professional meetings</li> </ul>	<ul style="list-style-type: none"> <li>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 program</li> <li>Record of peer-reviewed publications.</li> <li>Participation in relevant academic or professional meetings</li> </ul>	<ul style="list-style-type: none"> <li>Strong national and international scholarly reputation on the basis of sustained research productivity and contributions</li> <li>Substantial record of peer-reviewed publications</li> <li>Significant, sustained participation in relevant academic or professional meetings</li> </ul>	<ul style="list-style-type: none"> <li>Strong local and growing national scholarly reputation on the basis of research productivity and contributions over several years</li> <li>Record of peer-reviewed publications</li> <li>Participation in relevant academic or professional meetings</li> </ul>	<ul style="list-style-type: none"> <li>Strong local and national reputation on the basis of research productivity and contributions over several years consistent with that of a tenured associate professor</li> <li>Substantial record of peer-reviewed publications</li> <li>Significant, sustained participation in relevant academic or professional meetings</li> </ul>	<ul style="list-style-type: none"> <li>Exemplary and sustained national and international reputation and achievements equivalent to a tenured professor</li> </ul>	
	<b>Implementation of criteria</b>	<b>Performance</b>		• Potential, possibly as part of a large program	• Productive over several years, possibly as part of large program	• Sustained Productivity and Contributions	• Potential	• Productivity & Contributions similar to TT	• Exemplary and Sustained, similar to TT
		<b>Peer Reviewed Pubs</b>		• Some, as a result of PhD or Postdoc Training	• Growing Record publications: although majority of contribution may be part of large author teams, demonstration of leading the output the writing of some scholarly work expected as typically measured as lead author on some publications.	• Substantial Record	• Some, as a result of prior training	• Substantial Record of Productivity	• Exemplary Record of Productivity
		<b>Professional Community</b>		• Participation	• Participation	• Significant & Sustained Participation	• Participation	• Significant & Sustained Participation	• Exemplary & Sustained Participation
		<b>Reputation</b>		• Potential	• Strong Local and Growing National.	• Strong National + International	• Potential	• Strong Local + National	• Strong National + International
		<b>Impact</b>		• None	• Some	• Significant	• None	• Significant	• Significant
Independence	<b>OVPR CRITERIA</b>		<ul style="list-style-type: none"> <li>Independence not required, or planned for</li> <li>Plan for supporting role</li> </ul>	<ul style="list-style-type: none"> <li>Independence not required, or planned for</li> <li>Plan for supporting role</li> </ul>	<ul style="list-style-type: none"> <li>A Record of Independent Scholarship and Funding.</li> </ul>	<ul style="list-style-type: none"> <li>Plans and Development for Independence</li> </ul>	<ul style="list-style-type: none"> <li>Independent Scholarship and Funding</li> </ul>	<ul style="list-style-type: none"> <li>Independent Scholarship and Independent Sustained Funding</li> </ul>	
	<b>Implementation of criteria</b>	<b>Intellectual</b>		• None, but may be developing	• Developing	• Strong Evidence	• Developing Line of Inquiry	• Strong Evidence of Independence	• Complete
		<b>Funding</b>		• None Required	• Evidence of proposal efforts as co-i	• Evidence of success with external funding as PI or Co-PI/MPI (may be modest size award, including modest size foundation, industry and other small external funds)	• None, but Developing Collaborations	• Evidence of Successful External Funding as PI	• Complete, Sustained
Teaching	<b>OVPR CRITERIA</b>	• No Formal Requirement for Teaching	• No Formal Requirement for Teaching	• No Formal Requirement for Teaching	• No Formal Requirement for Teaching	• No Formal Requirement for Teaching	• 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	• 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	
	<b>Implementation of criteria</b>	<b>non-didactic</b>	• None Required	• None Required	• Participation in Student/Trainee/Learner Mentoring	• None Required	• Substantial Record	• Substantial Record	
		<b>didactic</b>	• None Required	• None Required	• None Required	• None Required	• None Required	• None Required	
Service	<b>Internal</b>	• No Formal Requirement	• No Formal Requirement	• Some	• Significant	• None Required	• Substantial (less than Tenure Track)	• Substantial (less than Tenure Track)	
	<b>External</b>	• None	• None	• No Formal Requirement	• Expected / Some	• None	• Some	• Expected	
<b>Time in Rank Policy</b>		<ul style="list-style-type: none"> <li>Movement to Research Assistant Scientist or Assistant Professor at Dept level</li> <li>UMOR not involved</li> </ul>	<ul style="list-style-type: none"> <li>During 6th year of appointment, unit must complete a full review and submit to UMOR for approval. As a result of this review:               <ul style="list-style-type: none"> <li>Candidate may be promoted to Assoc. Res. Sci., Res. Asst. Prof., or Res. Assoc. Prof. as appropriate.</li> <li>Candidate may be transitioned to staff position or terminated.</li> </ul> </li> </ul>	N/A	• None	<ul style="list-style-type: none"> <li>During 6th year of appointment, unit must complete a full review and submit to UMOR and the Provost's Office for approval. NOTE: Michigan Medicine provides for this review in the 7th year of appointment.</li> <li>Candidate may be transitioned to staff position or terminated.</li> </ul>	N/A	N/A	

\*Units that report to UMOR must submit recommendations for promotions to the respective Associate VP for Research for promotions to the ranks of Assistant Research Scientist or higher