

Performance area		Research Investigator (RI)	Research Scientist Track			Research Professor Track			
			Assistant Research Scientist (aRS)	Associate Research Scientist (ARS)	Research Scientist (RS)	Research Assistant Professor (RaP)	Research Associate Professor (RAP)	Research Professor (RP)	
Scholarship	OVP CRITERIA		<ul style="list-style-type: none"> <li>Entry Position - Doctoral, MD, PhD or equivalent</li> </ul>	<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 <b>consistent with that of a tenured associate professor</b></li> <li>Substantial record of peer-reviewed publications, including papers as first, lead or senior author</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>
	Implementation of criteria	Performance		<ul style="list-style-type: none"> <li>Potential, possibly as part of a large program</li> </ul>	<ul style="list-style-type: none"> <li>Productive over several years, possibly as part of a large program</li> </ul>	<ul style="list-style-type: none"> <li>Sustained productivity and contributions</li> </ul>	<ul style="list-style-type: none"> <li>Potential</li> </ul>	<ul style="list-style-type: none"> <li>Productivity and contributions similar to Tenure Track</li> </ul>	<ul style="list-style-type: none"> <li>Exemplary and sustained, similar to Tenure Track</li> </ul>
		Peer-reviewed Publications		<ul style="list-style-type: none"> <li>Some, as a result of PhD or postdoctoral training</li> </ul>	<ul style="list-style-type: none"> <li>Growing Record publications: although majority of contribution may be part of large author teams, demonstration of leading the output, writing of some scholarly work expected as typically measured as lead author on some publications</li> </ul>	<ul style="list-style-type: none"> <li>Substantial record</li> </ul>	<ul style="list-style-type: none"> <li>Some, as a result of prior training</li> </ul>	<ul style="list-style-type: none"> <li>Substantial record of productivity</li> </ul>	<ul style="list-style-type: none"> <li>Exemplary record of productivity</li> </ul>
		Professional Community Reputation		<ul style="list-style-type: none"> <li>Participation</li> </ul>	<ul style="list-style-type: none"> <li>Participation</li> </ul>	<ul style="list-style-type: none"> <li>Significant and sustained participation</li> </ul>	<ul style="list-style-type: none"> <li>Participation</li> </ul>	<ul style="list-style-type: none"> <li>Significant and sustained participation</li> </ul>	<ul style="list-style-type: none"> <li>Exemplary and sustained participation</li> </ul>
		Impact		<ul style="list-style-type: none"> <li>Potential</li> </ul>	<ul style="list-style-type: none"> <li>Strong local and growing national</li> </ul>	<ul style="list-style-type: none"> <li>Strong national and international</li> </ul>	<ul style="list-style-type: none"> <li>Potential</li> </ul>	<ul style="list-style-type: none"> <li>Strong local and national</li> </ul>	<ul style="list-style-type: none"> <li>Strong national and International</li> </ul>
				<ul style="list-style-type: none"> <li>None</li> </ul>	<ul style="list-style-type: none"> <li>Some</li> </ul>	<ul style="list-style-type: none"> <li>Significant</li> </ul>	<ul style="list-style-type: none"> <li>None</li> </ul>	<ul style="list-style-type: none"> <li>Significant</li> </ul>	<ul style="list-style-type: none"> <li>Significant</li> </ul>
Independence	OVP CRITERIA		<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, but would strengthen the case</li> <li>Plan for supporting role</li> </ul>	<ul style="list-style-type: none"> <li>A Record of independent scholarship/scientific contributions, and/or</li> <li>Significant scientific managerial responsibilities such as supervision and mentorship of other research faculty</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 independent funding such as serving as PI, multiple PI, and/or lead of substantive portions of multiple research grants (at comparable level to tenure track)</li> </ul>	<ul style="list-style-type: none"> <li>Independent scholarship and independent, sustained funding such as serving as PI, multiple PI, and/or lead of substantive portions of multiple research grants (at comparable level to tenure track)</li> </ul>	
	Implementation of criteria	Intellectual		<ul style="list-style-type: none"> <li>None, but may be developing</li> </ul>	<ul style="list-style-type: none"> <li>Developing</li> </ul>	<ul style="list-style-type: none"> <li>Strong evidence</li> <li>Evidence of substantial supervisory role over defined area, e.g., Core Director</li> </ul>	<ul style="list-style-type: none"> <li>Developing line of inquiry</li> </ul>	<ul style="list-style-type: none"> <li>Strong evidence of independence</li> </ul>	<ul style="list-style-type: none"> <li>Complete</li> </ul>
		Funding		<ul style="list-style-type: none"> <li>None required</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of proposal efforts as Co-I</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of success with external funding as PI or Co-PI/MPI or substantive Co-I role with fiscal responsibility (may be modest size award, including modest size foundation, industry and other small external funds or Site PI / Co-I w scientific and fiscal responsibility for a core or clearly-delineated scientific aim)</li> </ul>	<ul style="list-style-type: none"> <li>None, but developing collaborations</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of independent scholarship and independent funding such as serving as PI, multiple PI, and/or lead of substantive portions of multiple research grants (at comparable level to tenure track)</li> </ul>	<ul style="list-style-type: none"> <li>Complete, sustained</li> </ul>
Teaching	OVP CRITERIA	<ul style="list-style-type: none"> <li>No formal requirement for teaching</li> </ul>	<ul style="list-style-type: none"> <li>No formal requirement for teaching</li> </ul>	<ul style="list-style-type: none"> <li>No formal requirement for teaching</li> </ul>	<ul style="list-style-type: none"> <li>No formal requirement for teaching</li> </ul>	<ul style="list-style-type: none"> <li>No formal requirement for teaching</li> </ul>	<ul style="list-style-type: none"> <li>No formal requirement for teaching</li> </ul>	<ul style="list-style-type: none"> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>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</li> </ul>
	Implementation of criteria	Non-didactic		<ul style="list-style-type: none"> <li>None required</li> </ul>	<ul style="list-style-type: none"> <li>None required</li> </ul>	<ul style="list-style-type: none"> <li>Participation in student/trainee/learner mentoring</li> </ul>	<ul style="list-style-type: none"> <li>None required</li> </ul>	<ul style="list-style-type: none"> <li>Substantial record</li> </ul>	<ul style="list-style-type: none"> <li>Substantial record</li> </ul>
		Didactic		<ul style="list-style-type: none"> <li>None required</li> </ul>	<ul style="list-style-type: none"> <li>None required</li> </ul>	<ul style="list-style-type: none"> <li>None required</li> </ul>	<ul style="list-style-type: none"> <li>None required</li> </ul>	<ul style="list-style-type: none"> <li>None required</li> </ul>	<ul style="list-style-type: none"> <li>None required</li> </ul>
Service	Internal	<ul style="list-style-type: none"> <li>No formal requirement</li> </ul>	<ul style="list-style-type: none"> <li>No formal requirement</li> </ul>	<ul style="list-style-type: none"> <li>Some</li> </ul>	<ul style="list-style-type: none"> <li>Significant</li> </ul>	<ul style="list-style-type: none"> <li>None required</li> </ul>	<ul style="list-style-type: none"> <li>Substantial (less than Tenure Track)</li> </ul>	<ul style="list-style-type: none"> <li>Substantial (less than Tenure Track)</li> </ul>	
	External	<ul style="list-style-type: none"> <li>None</li> </ul>	<ul style="list-style-type: none"> <li>None</li> </ul>	<ul style="list-style-type: none"> <li>No formal requirement</li> </ul>	<ul style="list-style-type: none"> <li>Expected / Some</li> </ul>	<ul style="list-style-type: none"> <li>None</li> </ul>	<ul style="list-style-type: none"> <li>Some</li> </ul>	<ul style="list-style-type: none"> <li>Expected</li> </ul>	
Time in Rank Policy		<ul style="list-style-type: none"> <li>OVP does not approve but must be notified</li> <li>Maximum time in rank, 4 years</li> <li>Movement to aRS or RaP at Dept level</li> </ul>	<ul style="list-style-type: none"> <li>OVP does not approve but must be notified of new appointments or promotion to aRS</li> <li>Maximum time in rank, 6 years (time in rank extension requests permitted)</li> <li>During 6th year of appointment, unit must complete a full review and submit to OVP for approval. As a result of this review: <ul style="list-style-type: none"> <li>-Candidate may be promoted to: <b>ARS, RaP, RAP</b> as appropriate</li> <li>-Candidate may be transitioned to staff position or terminated</li> </ul> </li> </ul>	N/A	N/A	<ul style="list-style-type: none"> <li>During 6th year of appointment, unit must complete a full review and submit to OVP 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 OVP must submit recommendations for promotions to the respective Associate Vice President for Research for promotions to the ranks of Assistant Research Scientist or higher