

**Research Track Faculty Promotion Criteria**

Performance area		Research Investigator (RI)	Assistant Research Scientist (aRS)	Associate Research Scientist (ARS)	Research Scientist (RS)	Research Assistant Professor (RaP)	Research Associate Professor (RAP)	Research Professor (RP)	
Scholarship	OVPR 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>Scholarly contributions that serve to advance the field and/or strengthen the scientific community</li> </ul>	<ul style="list-style-type: none"> <li>Strong regional, national and/or 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 scholarly activities that serve to advance the field and/or strengthen the scientific community</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 of peer-reviewed 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, although majority of contribution may be part of a larger author team</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>
		Academic / Professional Community		<ul style="list-style-type: none"> <li>Participation</li> </ul>	<ul style="list-style-type: none"> <li>Participation in relevant academic or professional meetings; leadership/service to academic or professional societies, or</li> <li>Activities contributing to advancing the field (e.g., peer review, editorial positions, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Significant and sustained participation in relevant academic or professional meetings; leadership/service to academic or professional societies, or</li> <li>Activities contributing to advancing the field (e.g., peer review, editorial positions, etc.)</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>
		Reputation		<ul style="list-style-type: none"> <li>Potential</li> </ul>	<ul style="list-style-type: none"> <li>Strong local and growing regional or national</li> </ul>	<ul style="list-style-type: none"> <li>Strong regional, national and/or 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>
		Impact (scientific, policy or public)		<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	OVPR 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>Independence not required or planned for, but would strengthen the case</li> <li>Significant and sustained participation on research projects in a team science role</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 of scholarly contributions (see attached memo)</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 proposal and awards as Co-I</li> <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) not required, but would strengthen the case</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	OVPR 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>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>OVPR does not approve but must be notified</li> <li>Maximum time in rank, 4 years</li> <li>Movement to aRS or RaP at School/College level</li> </ul>	<ul style="list-style-type: none"> <li>OVPR 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 OVPR 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 OVPR 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 OVPR must submit recommendations for promotions to the respective Associate Vice President for Research for promotions to the ranks of Assistant Research Scientist or higher