

Professional Researcher (APM 310)	Project Scientist (APM 311)	Specialist (APM 330, UCD 330)
General Attributes/Qualifications: • Requires a PhD or equivalent degree • Demonstrates continuous and effective leadership in creative and/or research activities of high quality and significance, equivalent to that expected in the Professor Series (APM 210). • While complete independence may not be expected in team-research contexts, clear documentation of scholarly innovation, leadership and impact is expected for appointment or advancement within this series. • Leads research programs or sub-programs, develops new research projects, writes (or plays a major role in writing) grant proposals and scholarly publications. • Appointees hired into the Assistant rank must progress to the Associate rank within <i>eight</i> years. • PI status is automatically granted. • Teaching is not an expectation of this title. Formal teaching or mentoring responsibility requires an appropriate part-time appointment (e.g. Lecturer WOS).	General Attributes/Qualifications: • Requires a PhD or equivalent degree • Provides significant, original, and creative contributions to a research or creative project in any academic discipline • Contributes to writing of grant proposals and publications • Development of an independent research program is not required. • Is expected to have a broader range of knowledge and competency, and to exhibit greater creative leadership than appointees in the Specialist series • Manages activities in a research lab, or oversees execution of subcomponents of a larger project, usually under a PI • Appointees at the Assistant rank are <u>not required</u> to promote within eight year. • PI status granted by exception to policy	General Attributes/Qualifications: • Provides technical or specialized expertise (e.g., with instrumentation, data management or other research methods) in the execution of a research project, or in an outreach project that contains a research component, typically under direction of a PI • Makes project contributions that are at least sufficient to receive formal acknowledgement in publications. • Appointees at the Assistant rank are <u>not required</u> to promote within eight years. • PI status granted by exception to policy
Appointment level is equivalent to that of the research component of the Professor Series. • Signed position description follows template for Professional Researcher.	Appointment level is based on post-PhD experience. • Professional positions since PhD • Significant original and creative contributions, as identified by primary peer-reviewed publications (1st authorship not required) and secondary peer-reviewed publications in field. • Contributions to grants, co-PI on grants • Examples of appropriate appointment levels based on years of post-PhD experience: 1-3 years entry steps, Assistant rank 3-6 years mid-high step, Assistant rank 6+ years high Assistant / Associate rank • Signed position description follows the template for Project Scientist	Appointment level is based on education and/or experience in area of specialization. • Assistant Specialist: expertise consistent with five years of training and/or experience in the relevant specialization. Examples include: a Master's degree in a relevant discipline; a Bachelor's plus 1-3 years of relevant post-baccalaureate experience; 5 years in a similar, professional technical position. • Associate Specialist: PhD in an appropriate discipline, or Master's degree plus 5-10 years' experience in the area of specialization. • Full Specialist: PhD with 5 or more years' experience in the area of specialization • Consistent author-level contributions may indicate a better fit to the Project Scientist or Professional Research series, depending on responsibilities described in the position description. • Signed position description follows the template for Specialist
Research expectations: • Leadership role in peer-reviewed venues, e.g. as first, senior or corresponding author • Scholarly contributions to jointly authored work described in advancement dossier. • Grants as PI and co-PI (typically also leadership in collaborative grants)	Research expectations: • Co-authorship on peer-reviewed publications, proceedings, other appropriate peer-reviewed outlets • Leadership role in publication is encouraged, especially for senior ranks • Scholarly contributions/research roles documented and described in advancement dossier	Research expectations: Demonstrated publishable research contributions recognized by: • in-publication acknowledgement • authorship or co-authorship on publications (not required) • letters from collaborators • documented efforts to develop new approaches to solve problems in the area of specialization

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<u>Professional Competence and Activity:</u> • Presentations at conferences • Participation in professional societies or other educational/research organizations • Offices held in these organizations, editorial boards, etc. • Invited presentations, review articles • Review of grants and manuscripts	<u>Professional Competence:</u> • Evidence of achievement in the field and progression in the development or utilization of new approaches for the solution of professional problems • Same types of activities as Professional Researcher apply, though expectations of breadth and leadership are less. • Invitations to consult with other professional groups may also indicate that one's research or creative work is recognized and valued nationally and/or internationally	<u>Professional Competence:</u> • Participation in professional and/or technical organizations • Review manuscripts and/or proposals • Presentations at professional meetings/conferences
<u>University and Public Service:</u> • Expected at the Associate/Full ranks, e.g. campus committees, managing departmental facility, government and/or professional society committees	<u>University and Public Service:</u> • Encouraged at higher ranks	<u>University and Public Service:</u> • Encouraged, but must be consistent with expectations/restrictions specified by funding source