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 *eight* 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

Professional Researcher (APM 310)	Project Scientist (APM 311)	Specialist (APM 330, UCD 330)
Professional Competence and Activity: • 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	**Professional Competence:** • 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	**Professional Competence:** • Participation in professional and/or technical organizations • Review manuscripts and/or proposals • Presentations at professional meetings/conferences
University and Public Service: • Expected at the Associate/Full ranks, e.g. campus committees, managing departmental facility, government and/or professional society committees	**University and Public Service:** • Encouraged at higher ranks	**University and Public Service:** • Encouraged, but must be consistent with expectations/restrictions specified by funding source