

Professional Researcher (APM 310)	Project Scientist (APM 311)	Specialist (APM 330, UCD 330)
<p>General Attributes/Qualifications:</p> <ul style="list-style-type: none"> • 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 220). • 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. 	<p>General Attributes/Qualifications:</p> <ul style="list-style-type: none"> • 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 years. • PI status granted by exception to policy. 	<p>General Attributes/Qualifications:</p> <ul style="list-style-type: none"> • 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.
<p>Appointment level is equivalent to that of the research component of the Professor Series.</p> <ul style="list-style-type: none"> • Signed position description follows template for Professional Researcher. 	<p>Appointment level is based on post-PhD experience.</p> <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> 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. 	<p>Appointment level is based on education and/or experience in area of specialization.</p> <ul style="list-style-type: none"> • Junior Specialist: A baccalaureate or similar degree in a discipline relevant or related to the research conducted in the unit hiring the appointee, or if lacking a relevant baccalaureate degree should have experience with the appropriate specialized research methods. • Assistant Specialist: expertise consistent with four to six years of training and/or experience in the relevant specialization. Examples include: a Master’s degree in a relevant discipline; a Bachelor’s plus three or more years of research experience; four to six years in a similar, professional technical position. • Associate Specialist: expertise consistent with six to ten years of experience in the area of specialization. Examples include: a PhD in an appropriate discipline, or Master’s degree plus two to five years’ experience in the area of specialization, or a Bachelor’s degree plus six to ten years of research experience. • Full Specialist: should have ten or more years of experience in the specialized research methods consistent with a PhD or terminal degree in the appropriate discipline plus additional research experience, or a Master’s degree and six or more years of experience in the area of research 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.

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<p><u>Research expectations:</u></p> <ul style="list-style-type: none"> • 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). 	<p><u>Research expectations:</u></p> <ul style="list-style-type: none"> • 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. 	<p><u>Research expectations:</u></p> <p>Demonstrated publishable research contributions recognized by:</p> <ul style="list-style-type: none"> • 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.
<p><u>Professional Competence and Activity:</u></p> <ul style="list-style-type: none"> • Presentations at conferences. • Participation in professional societies or other educational/research organizations. • Offices held in these organizations, editorial boards, etc. • Invited presentations and authored review articles. • Review of grants and manuscripts. 	<p><u>Professional Competence:</u></p> <ul style="list-style-type: none"> • 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. 	<p><u>Professional Competence:</u></p> <ul style="list-style-type: none"> • Participation in professional and/or technical organizations. • Review manuscripts and/or proposals. • Presentations at professional meetings/conferences.
<p><u>University and Public Service:</u></p> <ul style="list-style-type: none"> • Expected at the Associate/Full ranks, e.g. campus committees, managing departmental facility, government and/or professional society committees. 	<p><u>University and Public Service:</u></p> <ul style="list-style-type: none"> • Encouraged at higher ranks. 	<p><u>University and Public Service:</u></p> <ul style="list-style-type: none"> • Encouraged at all levels, but must be consistent with expectations/restrictions specified by funding source. • Associate Specialist appointees should have an established record of service and demonstrated contributions to publishable research. • A full-rank Specialist appointee must have a significant academic record of contributions to published research and a demonstrated commitment to service.