

**UNIVERSITY OF CALIFORNIA SAN DIEGO
SKAGGS SCHOOL OF PHARMACY AND PHARMACEUTICAL SCIENCES**

Criteria for Appointment in the SSPPS: Research Scientist Series

Rank	Research & Creative Activity/Professional Competence and Activities (Scholarly & Creative Accomplishments)	University and Public Service
Assistant Research Scientist	Published/in press original research as key author in peer-reviewed journals Grant support as PI or Co-PI or clearly defined leadership role in a large center or program project requiring relatively independent effort and/or expertise	Not required for initial appointment
Associate Research Scientist	Established research focus Continue productivity Independently as evidenced by a series of key-authorship publications in peer-reviewed journals Research support as PI, CO-PI, or leadership role in a large center or program project requiring independent effort and/or expertise National reputation and independent as evidence by strong outside letters	Evidence of significant participation in University service and/or participation in national organizations is required
Research Scientist	As for Associate level -plus- International reputation Continued leadership role in research	Evidence of active University service and/or leadership roles in national organizations is required

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Criteria for Promotion and Acceleration in the SSPPS: Research Scientist Series (approved by SSPPS faculty 7/5/16)

Academic Action	Research	Teaching	Professional Competence	Service
Promotion to Associate Rank	Established independent research program (examples of evidence: first and/or senior-authored research articles independent of mentor in peer-reviewed journals; publications on which the individual makes documented significant contributions even if not first or last author; evidence of other impactful creative contributions; although not a requirement, being principal investigator on research grants is also strong evidence of independence and productivity)	Not required	Development of special area(s) of expertise (examples of evidence: biobibliography; external referees) At least local (institutional) and/or regional reputation (examples of evidence: internal and/or external referees; invited extramural seminars)	Service on at least one department, school, or university committee (may be an ad hoc committee instead of standing committee) and demonstration of public service (e.g., ad hoc manuscript reviews, professional organization committees) (examples of evidence: biobibliography)
Promotion to Full Professor Rank	Same as above	Not required	Development of special area(s) of expertise (examples of evidence: biobibliography; external referees) At least national reputation (examples of evidence: external referees; election to offices in national societies) Leadership responsibilities in the institution and/or preferably regionally and nationally as well (examples of evidence: biobibliography; external referees; election to offices in national societies)	Service on at least one major department, school, or university committee and demonstration of public service (e.g., editorial boards, study sections, national committees) (examples of evidence: biobibliography)
Advancement to Step VI	Same as above	Not required	Same as above	Service on more than one major department, school, or university committee and demonstration of public service (e.g., editorial boards, study sections, national committees)
Advancement to Above Scale	Same as above	Not required	Same as above but must have international reputation (examples of evidence: external referees; election to offices in international societies)	Same as above
Accelerations	Research productivity must be at least twice that for normal advancement (both quantity of first- and senior-authored publications and quality of journals should be considered; exceptional quality and high-impact journals may make up for quantity); professional competence and service must not be deficient; prizes, awards, election to prestigious societies, chairing high-profile conferences, etc. should also be considered)			