YSPH A&P GUIDELINES FOR RESEARCH RANK FACULTY

Research appointments are available to persons holding the Ph.D. or M.D. degree or having equivalent training. There are three faculty research ranks: associate research scientist, research scientist, and senior research scientist. All research appointees are expected to be in residence or at Yale on a regular basis during the period of their appointments. Exceptions require the approval of the Provost's Office or the appropriate professional school dean. Teaching is not required of any research appointee, but part-time teaching is permitted. Persons who are asked to undertake such teaching should also be given a teaching appointment as a lecturer.

In each of the research faculty ranks, appointments and compensation for faculty are conditioned upon the availability of salary support from specified sources, including external research sponsors. In some circumstances when external funding is unavailable or has been reduced or interrupted, a department may, at its discretion, provide internal funding support on a temporary basis.

The reappointment of persons holding research faculty appointments is not automatic. Schools and departments are expected to make a careful evaluation of each candidate's work and promise, as well as the programmatic needs of the school or department, before deciding whether or not to recommend reappointment or promotion.

February, 2012
## YSPH RESEARCH RANK FACULTY

<table>
<thead>
<tr>
<th><strong>TERM OF APPOINTMENT</strong></th>
<th><strong>Associate Research Scientist</strong></th>
<th><strong>Research Scientist</strong></th>
<th><strong>Senior Research Scientist</strong></th>
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<td></td>
<td>One year, renewable in successive years. The YSPH A&amp;P Committee will review every year with consideration for promotion at intervals of no longer than three years.</td>
<td>Up to three years, and is renewable in successive terms of up to three years. The YSPH A&amp;P Committee will review every 3 years with consideration for promotion at intervals of no longer than five years.</td>
<td>Up to five years, and is renewable in successive terms of up to five years. The YSPH A&amp;P Committee will review every 5 years.</td>
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## APPOINTMENT CLASSIFICATION:

Persons engaged in research in association with a faculty member or as a member of a research group. Associate research scientists should make independent intellectual and scholarly contributions to the mission of their research group.

Appointment is made within one of the following categories as per YSM guidelines for career path tracking and salary reporting purposes.

1. Jr. scientist – an individual who recently completed a PhD or postdoc.
2. Jr. scientist on a career award
3. Staff scientist in a laboratory or research group
4. Staff scientist with a specialized research skill
5. Staff scientist in a core research facility (e.g., YCAS)

## TRAJECTORY OF FUNDING

Conditional upon the availability of salary support from specified sources, including external research sponsors.

Should have a demonstrated history and trajectory of funding support. Conditional upon the availability of salary support.

Should have a demonstrated history as PI on grants and trajectory of funding support. Conditional upon the availability of salary support.

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| **PI STATUS** | Associate research scientists generally do not serve as principal investigators, but may apply for sponsored projects as principal investigators only with a PI Status Request form approved by the Dean of Public Health and Associate Dean for Scientific Affairs, School of Medicine. The PI Status Request form can be found via the following link:  
http://www.yale.edu/ppdev/forms/qc/1310FR04-PI-Status-Request.xls | A research scientist can serve as PI on a grant, however, it is not required. | Senior research scientists are expected to serve as PI on grant(s). |
| **PUBLICATION RECORD** | Emerging publication record. Associate research scientists should be encouraged to be lead author on manuscripts and make essential contributions to collaborative projects. | Strong publication record and evidence as lead or senior author on papers and a trajectory of increasing independence. | Strong publication record and lead or senior author on papers; recognized independence. |
| **PROFESSIONAL RECOGNITION** | Shows indications of an emerging reputation outside of Yale. | Should be considered experts in their research area(s) with regional reputations and emerging national reputations (for example, invited to regional conferences, invited to speak at regional institutions, etc.) | Should be considered experts in their areas with reputations that are recognized nationally and/or internationally (for example, serving on study sections and/or editorial boards, invited to speak at national and/or international conferences, etc.). |
| **TEACHING** | Teaching is not required, but part-time teaching is permitted. If asked to teach, a teaching appointment as lecturer should be provided and allocation of 15% FTE per course should be provided for full-time research faculty. | Teaching is not required, but part-time teaching is permitted. If asked to teach, a teaching appointment as lecturer should be provided and allocation of 15% FTE per course should be provided for full-time research faculty. | Teaching is not required, but part-time teaching is permitted. If asked to teach, a teaching appointment as lecturer should be provided and allocation of 15% FTE per course should be provided for full-time research faculty. |