**College of Agricultural and Life Sciences**

**General Guidelines for Scientist Titles-Promotional**

**Assistant Scientist (entry level prefix)**

**Assistant Scientist prefix definition:** This is the entry-level prefix title for this function. Entry into this position requires extensive knowledge in a specialized area of research at a level likely to lead to contributing to the field, or equivalent experience. Conducts research to investigate or resolve identified research problems, writes research reports, and assists in the preparation of research programs and grant applications.

**Assistant Scientist prefix criteria:**

* Ph.D. required
* Duties should be of greater scope and responsibility than that of a Researcher
* Recognized expert in one or more aspects of a specific area of research

**Associate Scientist**

**Associate Scientist prefix definition:** Extensive knowledge and a level of research experience in a specialized area of research, which has led to a reputation extending beyond the institution. Promotion into this position must be based on evidence of sustained superior performance and peer recognition of potential to make significant research contributions. Independently contributes to the development of research approaches and techniques to investigate and resolve research problems, develops research programs, and prepares research findings for publication or formal presentation. May have functional supervision for research support staff including Research Specialists, graduate student staff, and others.

**Associate Scientist prefix criteria:**

* In addition to the qualifications listed in the Assistant Title prefix, the candidate must meet **all** of the following criteria:
* Authored or co-authored at least **5 articles** in refereed journals, post degree; or authored or co-authored **one** major scholarly work, post degree
* Have performed at the Assistant Scientist level or its equivalent for a **minimum of 5 years**. *Exceptions may be considered for employees who have exceeded the required number of publications (above) but do not meet the minimum years at the Assistant Scientist level (e.g., authored 7 publications with only 3 years at the Assistant Scientist level).*
* Exhibit a broadened knowledge of the theory and technology of the field
* Recognized both inside and outside of the department or unit for research accomplishments
* Intention of position should be to provide continuity for major research programs for a long duration

**Senior Scientist**

**Senior Scientist prefix definition**: Extensive knowledge and research experience in an area of research specialization. The independent identification of research problems and the development of research approaches and techniques is a key aspect of the work at this level. Supervision of research support staff, research project budgeting responsibilities and other aspects of research project management is common. High potential for advancing knowledge in a particular field of research. The development and presentation of research findings through publication and at meetings at a level needed to sustain and develop a reputation within the research community is required.

**Senior Scientist prefix criteria:**

* In addition to the qualifications listed in the Associate Scientist prefix; the candidate must meet **all** of the following criteria:
* Authored or co-authored at least **10 articles** in refereed journals, post degree; or authored or co-authored **two** major scholarly works, post degree
* Performed at the Associate Scientist level or its equivalent for **a minimum of 5 years**
* Recognized **outside** the University on the basis of research accomplishment

*Exceptions to the criteria will be considered by CALS Human Resources office on a case-by-case basis.*