Promotion Criteria

Position	Entry Criteria for Position	Expectations for Position
Post-Doctoral Research Fellow Expected duration 2-4 years. The purpose of this position is to conduct research with a high level of independence and to publish results in preparation for a career in research.	PhD, MD, or equivalent degree and has no more than 5 years of relevant research experience since the receipt of the most recent advanced degree • Contributing as a team player to the lab group • Communicating effectively with mentor and other lab members • Ability to formulate and conduct research with independence but may need some level of oversight by mentor	• Be responsible for at least 1 research project • Write and publish first research paper(s) within two years • Present work at major conferences • Contribute significantly to grant proposals submitted by PI • Submit foundation grant applications • Begin writing and submitting independent grant proposals after consultation with PI (e.g., NIH F and K awards) • Be capable of managing the budget of a small foundation grant
Assistant Staff Scientist Duration flexible, but expectation of 3-5 years to meet the criteria for Staff Scientist 2. The purpose of this position is to conduct and publish research with a high level of independence in support of the laboratory and department.	For all Staff Scientist positions: PhD, MD, equivalent degree, or clearly demonstrated equivalent expertise Demonstrated ability "with PI guidance "to independently: • Form hypotheses • Design and conduct experiments • Develop new techniques / set up new infrastructure • Perform experiments and collect data • Interpret data. • Produce polished presentations of first-authored meeting abstracts that require only modest PI input	• Be responsible for conceiving and conducting at least 1 research project • Publish papers with a significant role as investigator or supervisor to be reflected by authorship (1^{st}/2^{nd} author or 2^{nd} last / last author • Present work at major conferences • Contribute data for PIs grant applications • Supervises laboratory staff on day to day basis as directed by PI • Support department with administrative and regulatory duties • Successfully write and submit independent grant proposals after consultation with PI (e.g., foundation grants and small NIH grants - R03, R21) • Be capable of managing the budget of a small foundation grant

Promotion Criteria

Associate Staff Scientist Duration flexible, but expectation of 3-5 years to meet the criteria for Sr. Staff Scientist The purpose of this position is to conduct and publish high level research with a high level of independence and to support the laboratory and department on an administrative level. In addition, this position is intended to encourage the submission of extramural foundation grants as independent PI	Same as Assistant Staff Scientist with the following: Demonstrated ability "with PI guidance" to: • Write polished first drafts of more involved first- authored works (research papers, reviews, book chapters) • Ability to synthesize findings from main research area with disparate areas to form innovative hypotheses and scientific questions	• Significant contributions to PIs grant applications • Proficiently write and submit manuscripts with little mentorship involved • Independently manage laboratory staff on a daily basis • Manage lab workflow and prioritization of and personnel assigned to studies • Support lab/department with administrative and regulatory duties • Successfully write and submit independent extramural grant proposals with PI approval • Be capable of managing the budget of a small foundation grant
Senior Staff Scientist Duration flexible The purpose of this position is to prepare for scientific independence	Same as Associate Staff Scientist with the following: Demonstrated ability to: • Write and submit polished NIH R01-type grant submissions that require only modest PI input • Conceptualizing experiments and research design • Assist with independent writing of portions of the PI's major federal grant proposals	• Significant contributions to PIs grant applications • Independently manage at least 2 research projects • Proficiently writes and submits first or senior author papers with little mentorship involved • Management of research teams • Support department with administrative, committee, and regulatory duties • The possibility exists to write and submit independent extramural grant proposals with PI approval
Note: this promotion series represents all steps that may be taken to achieve the position of an independent Assistant Scientist; however, one may skip steps, depending on the level of one's experience.		
Assistant Scientist (independent)	• Demonstrates most or all of Senior Staff Scientist functions • Track record of successful extramural support (preferably federal funding) or a strong potential to obtain funding ○ Either has obtained, has written, or is deemed capable of writing a fundable major grant submission (e.g., NIH R01) within 2 years of hire or within 2 years of being in that position.	Same as Senior Staff Scientist with the following: • Must be able to show ability to independently set up, manage, and maintain research funding to support a laboratory or research program with an independent line of research • Must be able to manage all aspects of administration, budget, and scientific direction of laboratory or research program • Exhibit strong leadership, communication, and collaborative skills necessary to run a successful program

Promotion Criteria

Associate Scientist (independent)	The Associate Scientist occupies the middle of a three-level series of research positions within Legacy Health System (LHS), as well as for other departments within LHS. The Associate Scientist and incumbent of this position is expected to have served as principal investigator or co-investigator on at least one major research grant which has been renewed at least once. There must be evidence that s/he had conducted research that has received favorable attention by peers. Such evidence will consist of invited lectureships, organization of symposia, appointment to offices of national scientific societies, appointment to editorial boards of scientific journals and participation in review panels and advisory boards of the Federal Government such as the NIH, NSF, NAS, etc.	Ph.D., M.D. or equivalent in biology or related field. Demonstrated competence in scientific investigations. Knowledge of medicine, biology and computers. • Attacks research problems of general importance to the fields of biology and medicine. Formulates novel approaches to problems in the areas of the Associate Scientist's expertise and interest. • Guides and participates in the execution of independent research projects to solve problems under study. Makes original advances in theory and methodology and accomplishes research objectives through coordination and collaboration. Produces results, discoveries and findings that lead to peer-reviewed publications and to the technology transfer of patents and other intellectual property items. • Obtains external, particularly federal, grant support sufficient to sustain his or her research efforts. • Provides fellowships and other associateships to junior Scientists and collaborates with professional colleagues on scientific investigations. May also collaborate with clinical practitioners, biotechnology, pharmaceutical and medical device industries. • Builds a record of sponsored research in the form of grants and/or contracts, and a record of superior productivity documented by publications in peer reviewed journals, as well as patents and other intellectual property items. • Produces achievements generally comparable with those of an Associate Professor at a major university or medical school. • Serves on LHS committees that can benefit from the Associate Scientist's knowledge and expertise. Observes all pertinent policies and regulations of LHS and in particular the Intellectual Property Policy as it applies to all intellectual property created by the Associate Scientist as an LHS staff member; this applies to policies as they now exist or may hereafter be amended. • Participates in LHS Research Department seminars. Attends and gives seminars on a regular basis. Frequently invites outside speakers.

Promotion Criteria

Associate Scientist/Bioengineering (independent)	The Associate Scientist/Bioengineering occupies the middle of a three-level series of research positions within Legacy Health System (LHS), as well as for other departments within LHS. The Associate Scientist/Bioengineering and incumbent of this position is expected to have served as principal investigator or co-investigator on at least one major research grant which has been renewed at least once. There must be evidence that s/he had conducted research that has received favorable attention by peers. Such evidence will consist of invited lectureships, organization of symposia, appointment to offices of national scientific societies, appointment to editorial boards of scientific journals and participation in review panels and advisory boards of the Federal Government such as the NIH, NSF, NAS, etc.	Bioengineering Ph.D. required. In very specific circumstances, a master's degree in Bioengineering combined with special knowledge and extensive experience in a specific field may qualify. Demonstrated competence in scientific investigations. Knowledge of medicine, biology and computers. • Attacks research problems of general importance to any of the Bioengineering fields. Formulates novel approaches to problems in the areas of the Associate Scientist's expertise and interest. • Guides and participates in the execution of independent research projects to solve problems under study. Makes original advances in theory and methodology and accomplishes research objectives through coordination and collaboration. Produces results, discoveries and findings that lead to peer-reviewed publications and to the technology transfer of patents and other intellectual property items. • Obtains external, particularly federal, grant support sufficient to sustain his or her research efforts. • Provides fellowships and other associateships to junior Scientists and collaborates with professional colleagues on scientific investigations. May also collaborate with clinical practitioners, biotechnology, pharmaceutical and medical device industries. • Builds a record of sponsored research in the form of grants and/or contracts, and a record of superior productivity documented by publications in peer reviewed journals, as well as patents and other intellectual property items. • Produces achievements generally comparable with those of an Associate Professor at a major university or medical school. • Serves on LH committees that can benefit from the Associate Scientist's knowledge and expertise. Observes all pertinent policies and regulations of LHS and in particular the Intellectual Property Policy as it applies to all intellectual property created by the Associate Scientist as an LHS staff member; this applies to policies as they now exist or may hereafter be amended. Participates in LH Research Department seminars. Attends and gives seminars on a regular basis. Frequently invites outside speakers.

Promotion Criteria

Senior Scientist (independent)	The Senior Scientist position is the senior level scientific staff position for the Legacy Health, Legacy Research Institute, as well as for other departments within Legacy Health. The Senior Scientist and incumbent of this position are to serve as principal investigator or co-investigator on major research grants for a minimum of eight years. The candidate should have established a superior research program that has received national and international attention as evidenced by: invited lectureships, symposia, appointment to national societies, appointment to editorial boards of scientific journals, and/or participation in NIH review panels. Further evidence for a nationally acclaimed research program includes a record of sustained grant or contract support and superior productivity documented by publications.	M.D., Ph.D. or equivalent in biology or related field. • Attacks research problems that are complex and of general importance to the fields of biology and medicine. Formulates novel approaches to problems which have been recognized as critical obstacles to progress and new knowledge in the areas of the Senior Scientist's expertise and interest. • Guides the execution of research programs to solve problems under study. Puts forth original advances in theory and methodology and accomplishes research objectives often requiring significant team efforts and extensive collaborations. • Propagates Legacy Health (LH), Legacy Research Institute's national reputation by using the results, discoveries and findings of the Senior Scientist's activities to publish in leading peer-reviewed journals on a regular basis and attending national meetings to present new findings. • Provides fellowships and other associateships for junior scientists and collaborates on scientific investigations with peers and professional colleagues. May also collaborate with clinical practitioners, and the biotechnology, pharmaceutical and medical device industries. • Sustains a record of sponsored research in the form of grants and/or contracts, as well as patents and other intellectual property items, providing further evidence of a nationally acclaimed research program. • Achieves at a level generally comparable with a Full Professor at a major university or medical school. • Serves on LH committees that can benefit from the scientist's knowledge and expertise. Observes all pertinent policies and regulations of LH and in particular its Intellectual Property Policy as it applies to all intellectual property created by the Senior Scientist as a LH staff member; this applies to policies as they now exist or may hereafter be amended. • Participates in departmental governance. Attends staff meetings regularly. Participates in clinical departmental functions. Participates in LH research seminars. Attends and gives seminars on a regular basis. Frequently invites outside speakers.