

## Cyclotron Institute Appointments for Non-Faculty Ph.D. Scientists

with at Least a 50% Research Appointment

January 2020

### 1. Research Scientist Track

#### 1.1. Assistant Research Scientist

This is the entry-level rank for this track. Entry into this position requires extensive knowledge in a specialized area of research at a level likely to lead to making a contribution to the field, or equivalent experience. An Assistant Research Scientist conducts research to investigate or resolve identified research problems, writes research publications, and mentors junior scientists at all stages of career development. Persons at this rank are expected to spend a significant majority of their time on research. Such persons are also expected to perform 'local' service to the Institute and are expected to make a modest service contribution to the broader scientific community, such as refereeing articles or proposals or contributing to the organization of meetings, as part of their appointment. Assistant Research Scientists are required to work under the supervision of a CI faculty member, who will serve as the principle investigator (PI) for the project. Assistant Research Scientists are not necessarily expected to develop new ideas, and are not required to serve as co-PI on proposals.

Appointment to Assistant Research Scientist will normally require an earned terminal degree (typically Ph.D.) in a field closely related to the research area along with typically three years of postdoctoral experience. Appointments can be made by the Director of the Institute after a supporting vote by the faculty.

Assistant Research Scientists will be reviewed annually in accordance with University policies. In addition, a major review will occur during the third year of appointment. This review will include evaluation of the person's curriculum vitae, research accomplishments, publications, and talks along with a 50+10-minute seminar by the candidate. Faculty will provide written feedback on progress toward promotion. An additional major review of similar scope will occur during the sixth year of appointment. Pending a favorable second major review, the person can be considered for promotion to Associate Research Scientist. In exceptional cases, a person may request consideration for promotion early. No person may be promoted unless a favorable major review has occurred during the previous academic year.

#### 1.2. Associate Research Scientist

An Associate Research Scientist has extensive knowledge and a level of research experience in a specialized area of research, which has led to a reputation extending well beyond the Institute. Promotion into this position must be based on evidence of sustained superior performance and potential to make significant research contributions. An Associate Research Scientist contributes to the development of research approaches and techniques to investigate and resolve research problems, develops research programs, prepares research findings for publication or formal presentation, and mentors junior scientists at all stages of career development. Persons at this rank are expected to spend a significant majority of their

time on research but also to perform “local” service to the Institute and service to the greater scientific community. Associate Research Scientists are required to work under the supervision of a CI faculty member, who will serve as the principle investigator (PI) for the project. Associate Research Scientists are expected to develop new ideas for research, and are encouraged to serve as co-PI on proposals.

Appointment at this level requires promotion from Assistant Research Scientist or equivalent experience at another institution. Normally, persons should have at least five years of experience as Assistant Research Scientist. Appointments can be made by the Director of the Institute after a supporting vote by the faculty.

Associate Research Scientists will be reviewed annually in accordance with University policies. In addition, a major review will occur during the fourth year of appointment and every fourth year after that. This review will include evaluation of the person’s curriculum vitae, research accomplishments, publications, talks, international prominence, and service along with a 50+10-minute seminar by the candidate. Faculty will provide written feedback on progress toward promotion.

### 1.3. Research Scientist

A Research Scientist has 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. At this level, the supervision of research support staff, research project budgeting responsibilities and other aspects of research project management is common. However, high potential for advancing knowledge in a particular field of research is the primary characteristic of a Research Scientist. The development and presentation of research findings through publication and at meetings at a level needed to sustain and develop a reputation within the international community is required. These persons are also expected to mentor junior scientists at all stages of career development. In addition, such persons are expected to perform substantial service, including notable service to the greater scientific community. Research Scientists are required to work under the supervision of a CI faculty member but are expected to have substantial independence in their research activities. Research Scientists are expected to develop new ideas, and are encouraged to serve as PI on proposals.

Appointment at this level requires a record of exceptional performance and potential for independent research. This will normally require at least six years of service at the Associate Research Scientist rank or equivalent achievements at another institution. Persons seeking promotion to Research Scientist should submit a request to the Director in writing for a promotion review. The Director will initiate a major review, which will consist of an evaluation of all aspects of the person’s professional activities, including but not limited to curriculum vitae, research accomplishments, publications, talks, international prominence, and service. In addition, a 50+10-minute seminar by the candidate is required. This review will be conducted by a committee of faculty who will make a formal recommendation to the full faculty. In addition, the Director will solicit at least three letters of recommendation from reviewers external to the Institute. These reviewers must be qualified to evaluate the candidate’s research. At least one letter of recommendation must come from a person based outside the United States. Appointments can be made by the Director of the Institute after a supporting vote by the faculty.

Research Scientists will be reviewed annually in accordance with University policies. In addition, a major review will occur during the fifth year of appointment and every fifth year after

that. This review will include evaluation of the person's curriculum vitae, research accomplishments, publications, talks, international prominence, independence of research activities, and service along with a 50+10-minute seminar by the candidate. Faculty will provide written feedback on performance. External reviews are *not* a component of the ongoing five-year reviews.

2. Appointments Committee

The faculty will establish a standing Appointments Committee to conduct the required reviews. The Chair of this committee will report to the Director and will make recommendations for external reviewers when needed.

3. Other Policies

None of the ranks discussed in this document are eligible for tenure.

For a list of Texas A&M research titles and descriptions, see this [link](#).