

CABM NTT Research Positions

General Appointment/Reappointment/Promotion Criteria

CABM NTT Research Faculty appointments will be made in programs where research requirements warrant full-time positions in addition to those in the tenure-track faculty, subject to the approval of the Director or Interim Director. Appointments will be renewable and contingent upon successful reappointment. In all cases, reappointment is subject to a continuing need for the position, availability of funding, and a positive formal evaluation. The titles in this series are Research Associate, Assistant Research Professor, Associate Research Professor and Research Professor.

Center-wide general criteria for appointment, reappointment, and promotion in the title series are provided below. Individual programs and Principal Investigators (PIs) will develop more detailed criteria, where applicable, that will further clarify any such general criteria while conforming to the general guidelines.

Research Associate

Appointment Criteria

Qualifications:

Advanced degree (master's or doctoral) or equivalent experience appropriate to the requirements of the research program.

Specific expertise relevant to the research program.

Expectations:

Carries out the full range of duties associated with the particular position in the research program.

Reappointment Criteria

Satisfactory performance of duties and continued need for position.

Positive evaluation by the supervising faculty member.

Availability of funding.

Promotion Criteria, to the rank of Assistant Research Professor

Excellence in scholarship, with consistent publication record and contributions to research.

Positive evaluation by the supervising faculty member.

Continued need for the position and availability of funding.

Assistant Research Professor

Appointment Criteria

Qualifications:

Advanced degree (ordinarily, doctoral) appropriate to the requirements of the research program.

All requirements for Research Associate and demonstrated excellence in scholarship appropriate to the research program with consistent publication record.

Expectations:

Carries out the full range of duties associated with the particular position in the research program.

Shows evidence of independence and proactive contributions to the laboratory. For example, stays current with the scientific literature and new technologies relevant to the research program.

Consistently contributes to peer-reviewed research publications, including manuscript planning and preparation.

Trains and/or supervises other laboratory researchers, as needed.

Prepares or contributes to the preparation of grant proposals.

Demonstrates scholarship by participating in peer review and research presentations at scientific conferences.

Reappointment Criteria:

Excellence in performance of duties and continued need for position.

Positive evaluation by the supervising faculty member.

Availability of funding or independent grant support.

Promotion Criteria, to the rank of Associate Research Professor

Continued excellence in scholarship, consistent publication of primary research, and establishment of a record of being a key member of an externally supported research program.

Establishment of a national reputation for scientific achievements.

Positive evaluation by the supervising faculty member, Department, Center, and external reviewers.

Meets all established requirements as designated by the Department, Center, and University.

Continued need for the position and availability of funding or independent grant support.

Associate Research Professor

Qualifications:

Advanced degree (ordinarily, doctoral) appropriate to the requirements of the research program.

All requirements for Assistant Research Professor, demonstrated excellence in scholarship appropriate to the research program with consistent publication record, and a national reputation for scientific achievements.

Expectations:

Carries out the full range of duties associated with the particular position in the research program.

Makes consistent independent and proactive contributions, and plays a leadership role in the laboratory.

Stays current with the scientific literature and new technologies, and contributes to determining new directions within the research program.

Consistently prepares peer-reviewed research publications.

Trains and supervises other laboratory researchers.

Prepares or contributes to the preparation of grant proposals, with the possibility of obtaining independent funding.

Demonstrates scholarship by participating in peer review and research presentations at scientific conferences.

Reappointment Criteria:

Excellence in performance of duties and continued need for position.

Positive evaluation by the supervising faculty member.

Availability of funding or independent grant support.

Promotion Criteria, to the rank of Research Professor

Continued excellence in scholarship, consistent publication of primary research, and an established record of being a key member of an externally supported research program.

An international reputation for scientific achievements and recognition as a leader in their field.

Positive evaluation by the supervising faculty member, Department, Center, and distinguished outside reviewers.

Meets all established requirements as designated by the Department, Center, and University.

Continued need for the position and availability of funding or independent grant support.

Research Professor

Qualifications:

Doctoral degree appropriate to the requirements of the research program.

All requirements for Associate Research Professor, demonstrated excellence in scholarship appropriate to the research program with consistent publication record, and an international reputation for scientific achievements.

Expectations:

Carries out the full range of duties associated with the particular position in the research program.

Makes consistent independent and proactive contributions, and plays a leadership role in the laboratory.

Stays current with the scientific literature and new technologies, and contributes to determining new directions within the research program.

Prepares peer-reviewed research publications and maintains a consistent publication record.

Trains and supervises other laboratory researchers.

Obtains grant funding as PI, co-PI, or equivalent role.

Demonstrates scholarship by participating in peer review and research presentations at scientific conferences.

Reappointment Criteria:

Excellence in performance of duties and continued need for position.

Positive evaluation by the supervising faculty member.

Availability of funding or independent grant support.

Instructions and forms for full promotion packets are available at:

<https://laborrelations.rutgers.edu/faculty/non-tenure-track-faculty-non-libraries>