<table>
<thead>
<tr>
<th>RANK &amp; STEP</th>
<th>RESEARCH PUBLICATIONS CREATIVE &amp; SCHOLARLY ACTIVITIES</th>
<th>UNIVERSITY &amp; PUBLIC SERVICE</th>
</tr>
</thead>
</table>
| ASSISTANT RESEARCH SCIENTIST STEP I | • Published/in press original research as key author in peer-reviewed journals.  
• Grant support as PI or Co-PI.  
Or  
• Clearly defined leadership role in a large center or program project requiring relatively independent effort and/or expertise.  
• Supporting letters. | • Not required for initial appointment. |
| ASSISTANT RESEARCH SCIENTIST 4TH YEAR APPRAISAL | • Developing research focus.  
• Productivity as evidenced by high quality of publications.  
• Primary role in work as evidenced by key-authorship publications in peer-reviewed journals.  
• Research support as evidenced by PI, Co-PI, or leadership role in a large center or program project requiring independent effort and/or expertise. | • Evidence of a plan for engaging in University and/or public service (such as participation on University committees and/or involvement in national organizations beyond simple membership). Actual participation will be required to support promotion to the associate rank. |
| ASSOCIATE RESEARCH SCIENTIST STEP I | • Established research focus.  
• Continued productivity.  
• Independence as evidenced by a series of key-authorship publications in peer-reviewed journals.  
• Research support as PI, Co-PI, or leadership role in a large center or program project requiring independent effort and/or expertise.  
• National reputation and independence as evidenced by strong outside letters. | • Evidence of significant participation in University service and/or participation in national organizations is required. |
| RESEARCH SCIENTIST STEP I | • As for Associate level.  
-Plus-  
• International reputation.  
• Continued leadership role in research. | • Evidence of active University service and/or leadership roles in national organizations is required. |