

GENERAL GUIDELINES FOR SCIENTIST TITLES

Assistant Scientist

This appointment is appropriate for a person who has demonstrated independence and maturity while performing at a Ph.D. level. Normally, the duties and responsibilities are on specific research programs under the direction of a principal investigator. The Assistant Scientist should be a recognized expert in one or more aspects of the research, and have, for example, skills consistent with the direction of the technical work of other professionals in the field. Appointments are for one year, to be reviewed annually.

The duties, responsibilities, and expertise are broader than those usually associated with a Researcher.

Associate Scientist

This appointment is appropriate for a person with the qualifications outlined under Assistant Scientist, but in addition, the Associate Scientist should have exhibited a broad knowledge of the theory and technology of the field, be recognized both inside and outside the department or unit for research accomplishments, and have participated in professional meetings and contributed to the literature. At least 5-7 articles in refereed journals (or a major scholarly work), depending on the field, would be expected. Originality and awareness of current research should be such, for example, that contribution to the direction and planning of the future research of the group is expected. The position is intended to provide continuity for major research programs of long duration.

Generally, an individual will have performed at the Assistant Scientist level or its equivalent for at least 5 years, before being promoted to this level.

Senior Scientist

This appointment is reserved for those with established competence and reputations in their fields. These qualifications should be over and above the qualifications outlined under Associate Scientist. At least 10 articles in refereed journals (or two major scholarly works), depending on the field, would be expected.

Generally, an individual will have performed at the Associate Scientist level or its equivalent for at least 5 years, and be recognized outside the University on the basis of research accomplishments as being of the status of a full professor before being promoted to this level.