

**Hebrew SeniorLife Institute for Aging Research Faculty
Ranks and Descriptions**

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This document, "Faculty Ranks and Descriptions", describes the qualifications and responsibilities for each of the five faculty ranks within the Institute: Assistant Scientist I, Assistant Scientist II, Associate Scientist, Senior Scientist, and Emeritus Scientist. These descriptions are intended to assist faculty members in understanding their roles within the Institute and to serve as guidelines regarding appointments and promotions within the Institute. The table included at the end of this document is a quick reference guide that gives examples of expected scholarly activities for each faculty rank.

The current document does not include information regarding the process for appointment and promotion or the responsibilities of the Institute with respect to resources according to faculty rank. These will be documented in separate documents.

1. Assistant Scientist I

Qualifications: Assistant Scientist I is the entry level rank for individuals with MD, PhD or equivalent degrees, who may have recently completed post-doctoral or fellowship training. Qualified candidates have made significant contributions as first or second author on peer reviewed publications and demonstrated potential to succeed as clinical investigators. Candidates who have been awarded a grant through an evaluative review process (or equivalent recognition) may be appointed as Assistant Scientist I, or researchers may obtain a first grant while at the level of Assistant Scientist I.

Responsibilities: Individuals at the Assistant Scientist I level begin to develop independence in a specific area, establish scientific collaborations, and identify opportunities for teaching and committee service (or other equivalent activities) within the Institute and Hebrew SeniorLife. The main responsibility of the Assistant Scientist I is to focus on scholarly activity, i.e., write first or second authored papers for publication and submit grants to obtain funding from the NIH, foundations, industry, or other suitable funding agencies. Individuals are expected to participate in several research projects, present research findings, and contribute to scientific and administrative activities both within the Institute and within professional, academic and clinically related organizations. Individuals at the Assistant Scientist I level must demonstrate a commitment to training students and participate in Institute activities (e.g. serving on committees, community education, fund raising).

2. Assistant Scientist II

Qualifications: Assistant Scientist II rank most often requires the candidate to have achieved, as principal investigator (or equivalent), a mentored (K-level) or non-mentored (R-level) grant from the NIH, or a grant from another organization through a comparable peer-review process. The candidate most likely has published first authored papers in peer-reviewed journals, demonstrated expertise in his/her research area, and achieved regional recognition. Individuals at this level most often have demonstrated a commitment to teaching and participation in Institute activities.

Responsibilities: The main focus for individuals at the Assistant Scientist II rank is to effectively manage ongoing research projects and to obtain adequate funding to carry out his/her own research. In addition to continuing to present research findings to the scientific community, persons at the rank of Assistant Scientist II are expected to conduct manuscript reviews for highranking journals in her/his field of research. Individuals should participate in mentoring trainees and serving on local and national committees. As Assistant Scientist II, faculty members maintain teaching roles and often expand teaching opportunities.

3. Associate Scientist

Qualifications: Associate Scientist level faculty members generally demonstrate successful funding records and effective grant management as principal investigator (or equivalent) on NIH R01 grants or equivalent grants from other organizations through a comparable review process. Associate Scientists are usually first author or senior author on high quality peer-reviewed publications and are recognized for scientific achievements at the national level. Individuals at this rank have successfully trained junior faculty and significantly contributed to Institute activities (e.g. task force member).

Responsibilities: Associate Scientists are expected to effectively conduct original research that advances the field. Individuals at this level are typically principal investigator (or equivalent) on one or more research projects. Individuals are expected to build a record of mentoring trainees and expand peer-review activities to serve on editorial boards in their areas of expertise. Individuals at the Associate Scientist level most often continue to increase their roles in training, teaching, and serving on local and national committees; for example, serving as course directors, chairing a scientific society task force, or serving as editors for peer reviewed journals.

4. Senior Scientist

Qualifications: Senior Scientist level faculty members generally have distinguished records of scholarship and professional accomplishments recognized at the international level. Senior Scientists most often have sustained records of funding and reputations as top researchers in the field. Candidates for the Senior Scientist rank most likely have directed independent research programs and/or collaborative studies and published highly innovative research as senior authors. They have a highly capable training record, which may include developing instructional training programs, serving as course director, or teaching to international audiences. Senior Scientists have generally demonstrated significant service contributions to their institute.

Responsibilities: Senior Scientists conduct original research that has significant impact on the field, bring unique expertise to projects, and continue to mentor and train new investigators. Senior Scientists speak nationally and internationally, sustain funding for own research programs, and serve in leadership roles for scientific journals, NIH committees, scientific societies, and the Institute.

5. Emeritus Scientist

Emeritus appointments can be conferred to scientists who served the Institute's mission with distinction but no longer maintain a laboratory or a clinical research program at the Institute.

Table: Examples of Academic Activities Associated with Faculty Ranks at the Institute for Aging Research, Hebrew SeniorLife

FACULTY TITLE				
Activity	Assistant Scientist I	Assistant Scientist II	Associate Scientist	Senior Scientist
Grants	Foundation, career development awards	NIH K- or R-level	R01	Sustained R01
Papers	1 ST or 2 nd author	1 st author	1 st and Senior author	Senior author
Mentorship of trainees	None	Initiating	Developing	Established record
Teaching	Identifies opportunities	Contributes regularly	Leadership role	Established record
Role in societies, committees, IFAR	Member	Participant with increasing responsibility	Developing leadership role	Established leadership roles
Peer review activities	<i>Ad hoc</i> journal reviewer	<i>Ad hoc</i> Journal Reviewer; <i>Ad hoc</i> NIH Study Section member	Editorial Board member NIH Study Section member	Associate Journal Editor NIH Study Section member
Level of recognition	Local	Regional	National	International
Career development goal	Gain experience, enhance creativity	Make progress, balance activities	Attain independence in research	Advance field