

## **School of Biological Sciences Merit Standards for Project Scientists**

Project Scientists are evaluated on their ability to make significant, original, and creative contributions to a specific project in a research program under the supervision of their faculty sponsor. Individuals in the Project Scientist series are expected to have a broad range of knowledge and competency and a high level of independence but are not expected to carry out an independent research program. Although one cannot provide a simple metric of evaluating productivity, we expect significant contributions to publications in high quality journals. We typically see an average of 1 publication per year. However, sponsors/reviewers may exercise reasonable flexibility in assessing the quality and impact of publications against quantity as well as the overall original contributions of the Project Scientist to the research program. Sponsors/reviewers should discuss the Project Scientists contributions to projects in their labs including the weight of their impact and skill level required and demonstrated. Project Scientists are not required to engage in university and public service, but may do so with the endorsement of their sponsor.

Accelerations are considered when individuals in this series demonstrate a higher level of independence and creativity and provide significantly greater intellectual as well as experimental input into research programs and their respective publications, successfully apply for Co-PI status on prestigious awards or grants, or provide exceptional leadership and service in the laboratory or to the campus. Regarding publications, it should be clearly demonstrated that the combination of high impact publications, first authored publications, the number of publications, and the quality of the journals in which they are published exceeds normal "expectations."