

## **Standards for promotion and merit advancement at Scripps Institution of Oceanography: Professional Research Series (Research Faculty)**

### ***Research***

At SIO, original research accomplishments are expected and normally evaluated based on contributions to peer-reviewed research journal articles; review and invited journal articles, books and book chapters (monographs), refereed conference proceedings, and other peer-reviewed articles are also evaluated. Other work such as data set publications, patents, open-source software, and similar materials are taken into consideration. SIO is large, and extremely broad, spanning a full range of earth, ocean, and atmosphere related fields (biology, chemistry, geosciences, physical oceanography, atmospheric science, marine archaeology, electrical engineering, mechanical engineering, public health, human impacts of environmental change, computer and data science, etc.). SIO examines the impact and significance of each publication and the individual's contribution to it. Given the breadth of the department, we do not have specific expectations for the number of publications or category of journals. Ad hoc committees provide subject matter expertise and are encouraged to indicate typical publication standards within the candidate's specific field or subfield.

Research Scientists (Professional Research Series), referred to here as "Research Faculty", must have a research program that demonstrates independence. Many SIO Research Faculty are involved in highly collaborative research, and reviewers carefully consider contribution statements. Reviewers are asked to consider the impact of research and its importance to the field. At SIO we generally consider papers first-authored by members of a PI's research program to have the same weight as those first-authored by the PI. The candidate should point out when one of their students or postdocs is a lead author, as this is considered positively in file review. As the implications of author order vary among fields, the candidate should indicate the convention used for each publication included in the file. Funding can be discussed but is not evaluated for advancement.

### ***Service***

Service is an important component of Research Faculty responsibilities. At the Assistant level, service expectations are minimal. After promotion to the Associate level, Research Faculty are expected to carry out service loads that increase as they rise through the ranks. At both the Associate and Full levels, Research Faculty are expected to engage in University and/or public service. Research Faculty being reviewed for advancement across the Step VI barrier or to Above Scale should normally expect to carry out some form of campus-wide service or higher levels of SIO service.

University service can take many forms that include serving on ad hoc and standing committees. External/public service activities can include journal editorial roles, reviewing for journals and funding agencies, service to professional organizations, tenure and promotion review for outside candidates, sitting on external institutional review panels, and community outreach activities.

For SIO Research Faculty, although not required, teaching (as a Unit 18 Lecturer) and mentoring is a component of service. For mentoring, Research Faculty may advise graduate students (PhD or MS). After obtaining an Educator Without Salary (WOS) appointment they may also serve on graduate student committees, either as sole advisor or as a co-advisor. Undergraduate student mentoring is also considered.

Because SIO is UCSD's largest department (in terms of number of Professors) and because of its breadth and structure, Research faculty can take on significant service jobs within SIO (e.g., service on SIO CAP, Division Director, or Section Head), many of which take on some of the responsibilities handled by Department Chairs in other units. Section Head is considered a chair level position at UCSD.