Overview
This appendix to the Research Faculty track policies and procedures document developed by the Office of the Vice President for Research and the Provost describes how the U-M School of Dentistry has implemented the Research Scientist and Research Professor tracks. Because the School of Dentistry does not employ every allowable rank and has its specific appointment and promotion timelines and requirements, it is critical that this appendix be consulted for guidance when attempting to appoint or promote individuals on these tracks.

RESEARCH SCIENTIST TRACK

Intent
The Research Scientist Track is intended to: 1) support the Research Mission of the School of Dentistry, 2) enhance the research capabilities of established research groups within the School and 3) promote the growth of research expertise of members of the Research Scientist Track.

- Faculty appointed on the Research Scientist track are incorporated into the research program of a tenure track faculty member in the school who has an active (funded) research group.

- Research Scientist track appointments are intended to be supported on research funds ("soft money").

- Research Scientist track appointments are not “stand alone” appointments and must be directly linked to the research program of a tenure-track principal investigator. In the event that the tenure track/principal investigator is no longer a full-time faculty member in the School of Dentistry, all Research Scientist Track appointments tied to that PI must be re-evaluated.

- Research Scientist track appointments are meant to be full time.

- Appointment as a Postdoctoral Scholar within the School of Dentistry does not guarantee or imply future appointment on the Research Scientist track.

Appointment and promotion process
- The cycle for appointment and promotion reviews on the Research Scientist track follows that for other School of Dentistry faculty tracks.

- Promotion requests and reviews must be initiated by the tenure track faculty/principal investigator under whom the research track faculty member works. The following steps are expected of all proposed promotions on the Research track:
Tenure track faculty/principal investigator submits a written promotion request to the academic department chair accompanied by the faculty portfolio of candidate for promotion.

Department Chair reviews portfolio or constitutes a faculty committee to review and make a recommendation to the chair.

Upon a favorable and supportive review, the Faculty Affairs Office is notified of the recommendation and the candidate is included in the next round of faculty promotion reviews.

Appointment, Promotion and Tenure and Executive Committees review the portfolio and make recommendation to Dean.

The candidate’s portfolio is reviewed using the criteria defined in the main Research Track document and Appendix.

Submission of independent grant applications by Research Scientist track faculty
Grant applications from Research Scientist track members cannot be submitted without prior discussion with and approval from the tenure track faculty member/principal investigator of the respective research group, Department Chair and Dean. Requests to submit an independent research grant application must be made in a timely manner to allow sufficient time for thoughtful discussions and review.

Grant applications from Research Scientist track members are intended to support the total research activity of the respective tenure track faculty member/principal investigator’s research group.

Commitment of resources to Research Scientist track faculty
Research scientist appointments will not be made with independent assigned space. Space assignments for members of the Research Scientist track will be in the context and confines of the research program of a tenure track faculty/principal investigator.

If Research Scientist track faculty members have grants as Principal Investigator, any staff persons associated with the grant will be housed and accommodated within the research program of the respective tenure track faculty member.

Participation in teaching and committee activities
Since Research Scientist track faculty are supported on research grants, didactic teaching or teaching efforts other than laboratory research mentoring are discouraged and generally disallowed by the funding sponsor. This would not apply to “incidental” lectures or “guest” appearances in regularly scheduled courses where such lectures are not a regular expectation. This would be true for service on committee activities other than those directly linked to the funding sources.
Characteristics that typically distinguish individuals on the Research Scientist track from those on the Staff Scientist track

- Evidence as a developing authority on the scientific context of their research, with an in-depth knowledge of relevant literature in the field
- Evidence of commitment to a scientific field and research that goes beyond the confines of a typical five day work week
- Evidence of facilitating development or origination of new research ideas in the Research laboratory group
- Record of peer-reviewed publications that include papers as first author
- Record of grant applications, intramural and extramural, as appropriate for the research group and goals of the respective tenure track faculty member
- Role as a PI on research grant(s) or have favorable reviews of unfunded applications, as appropriate for the research group and goals of the respective tenure track faculty member
- History of invited oral presentations at symposia or other institutions
- Evidence of mentoring lab personnel and students in the laboratory
- Evidence of leadership in contributing to overall laboratory and equipment care.

RESEARCH PROFESSOR TRACK

Intent
The Research Professor track is intended to: 1) enhance the research mission of the School of Dentistry, and 2) engage exceptional investigators in the school whose primary mission is to function as independent principal investigators not necessarily linked to a tenure track faculty/principal investigator. These appointments will be made only in exceptional circumstances, with a strong rationale to justify appointing to the Research Professor track instead of the tenure track. These appointments should be full time. Research Professor track appointments are intended to be supported on research funds (“soft money”).

Appointment and promotion process
- Entry to this track would be through either a promotion from a prior appointment as Assistant Research Scientist on the Research Scientist faculty track or as the direct result of a faculty recruiting effort directly to this track. Appointment recommendation is made by the chair of an academic department to the Dean. The School of Dentistry does not employ the rank of Assistant Research Professor.
• The cycle for appointment and promotion reviews on the Research Professor track follows that for other School of Dentistry faculty tracks.

• Promotion requests and reviews will be initiated by the department chair in which the individual is appointed.

• It is expected that the criteria and expectations for accomplishments in research, in both time frame and scope, would parallel that of faculty on the tenure track.

Submission of independent grant applications
• Faculty appointed on the Research Professor track are eligible to submit independent grant applications, subject to prior discussions with and approvals by the department chair and Dean.

Commitment of resources to Research Professor track
• Research Professor track appointees are eligible for independent assigned research space based on U-M School of Dentistry research space guidelines.

Participation in teaching and committee activities
• The core Research Faculty document describes the non-didactic teaching and mentoring of postdoctoral fellows, junior research colleagues or students within the context of one or more research fields. Didactic teaching or teaching efforts other than laboratory research mentoring are discouraged. This would not apply to “incidental” lectures or “guest” appearances in regularly scheduled courses where such lectures are not a regular expectation.

• Institutional service is expected, but not at the level expected for the parallel rank on the tenure track.