

## Policy #6

### Career Progress

#### Intent

The intent is to describe the policies and procedures governing the career progress of the IPP RS. Standards and expected levels of research and scholarly achievement for each of the types of appointment are given.

#### Description of RS types

All RS are expected to have a Ph.D. or equivalent degree from an accredited and recognized academic institute in particle physics or a closely allied discipline. Each RS will have demonstrated research ability, scientific leadership, both oral and written communication skills, and have obtained national and international recognition.

Term Position RS – An IPP RS is initially hired into this category (see Policy #3) for a term of three years. They are expected to have approximately three years of postdoctoral experience. They will have demonstrated potential in research, scientific leadership and both oral and written communication skills. Evidence will include: proof of degree, letters of reference, a record of invited talks, seminars and colloquia and a record of publication of papers, reviews and books. The equivalent faculty level is assistant professor. Following a successful review during year 3, the RS will be offered a Continuing RS position.

Continuing Position RS – A grant tenure position equivalent to the faculty level of associate professor. The RS will have a demonstrated record of achievement and scientific originality within an IPP research project. The RS will have demonstrated oral and written communication skills and have shown the potential to be a scientific leader. Evidence will include: letters of reference, a record of invited talks, seminars and colloquia and a record of publication of papers, reviews and books.

Principal Research Scientist – A position equivalent to the faculty level of full professor that reflects the status of the most accomplished RS who have achieved international stature and carry substantial responsibilities. The RS will have approximately 10 years or more of experience as an RS. The Principal RS will have a demonstrated record of internationally recognized research and scientific leadership. Evidence will include: letters of reference, a record of invited talks, seminars and colloquia and a record of publication of papers, reviews and books. Leadership of a group, an experiment or a significant scientific initiative is expected.

#### Procedure for tenure of a Term RS

Research Scientists are hired initially for one term of three years. The review occurs in the third year of the term. The Director puts in place a review committee to advise the Director. The review committee will request a curriculum vitae from the candidate and references from at least four people with appropriate expertise and knowledge. In general, some of the references should be at arm's length from the Research Scientist. At least two of the referees contacted should be chosen from a list of at least four provided by the candidate.

In order to become a continuing Research Scientist, the review should determine that a research record exists for work on an IPP project that is substantially equivalent to the requirements for tenure of a university faculty and satisfy the requirements listed in the description of RS types in this policy.

#### Procedure for promotion to Principal Research Scientist

Research Scientists with an internationally recognized record of achievement and scientific leadership may be considered for promotion to Principal Research Scientist.

A Research Scientist may request a review with the agreement of the Director. The Director will create a committee to review the candidate and advise the Director. Normally the candidate Research Scientist will be required to provide curriculum vitae and the names of at least four referees. The committee will request references from at least four referees, two of which were selected by the Research Scientist. In general some of the referees should be at arm's length.

The criteria for promotion to Principal Research Scientist should be substantially equivalent to the requirements for promotion to full professor in a university faculty and satisfy the requirements listed in the description of RS types in this policy.