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| **Research Scientist II Criteria – Translation for Research Associate/Technologist and Extension Professional II for [Candidate Name]** |

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|  | **Performance Requirement** | **Analogous Achievements** | **Examples** |
| 1 | Papers published or products created with significant contributions by the candidate | *Translation of candidate’s job duties to demonstrate similar achievements* | *Candidate experience that demonstrates fulfillment of the analogous criteria* |
| 2 | Significant managerial efforts on sponsored projects or significant support in developing relationships in the sponsor community |  |  |

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| **Senior Research Scientist Criteria – Translation for Senior Research Associate/Technologist for [Candidate Name]** |

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|  | **Performance Requirement** | **Analogous Achievements** | **Examples** |
| 1 | Peer recognition of mastery of a complex and difficult field of specialization as demonstrated through authorship of refereed papers and/or products developed and delivered to the sponsor community such as software or hardware, and documented impacts of these products. The latter may come in the form of sponsor satisfaction testimonials.[[1]](#footnote-1)  | *Translation of candidate’s job duties to demonstrate similar achievements* | *Candidate experience that demonstrates fulfillment of the analogous criteria* |
| 2 | Important technical contributions and innovation as documented in formal reports of several projects over a minimum time of four years prior to recommendation for promotion. For candidates holding the Doctoral degree, the last two years of employment prior to employment at Georgia Tech will be considered if adequately documented, and the four-year time in grade requirement be reduced to two years for candidates so qualified. |  |  |
| 3 | Supervision of others' work by virtue of being a program manager, project director/principal investigator, co-project director/principal investigator, or task leader on sponsored research of such magnitude as to require guidance and supervision of other professionals. |  |  |
| 4 | Substantial documented contributions in sponsored program development. |  |  |
| 5 | Superior ability in representing the School/Center Laboratory/Georgia Tech in service to and dealings with outside organizations. |  |  |

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| **Principal Research Scientist Criteria – Translation for Principal Research Associate/Technologist for [Candidate Name]** |

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|  | **Performance Requirement** | **Analogous Achievements** | **Examples** |
| 1 | Clear Evidence that the candidate has demonstrated consistent performance in the making of original and innovative contributions that are nationally recognized for their excellence as documented by external peer review of the candidate's work. | *Translation of candidate’s job duties to demonstrate similar achievements* | *Candidate experience that demonstrates fulfillment of the analogous criteria* |
| 2 | Leadership in developing and managing a technical thrust involving related projects. Special consideration to be given to programs involving a broad participation by research and instructional faculty and students. |  |  |
| 3 | Substantial contributions to Georgia Tech by service to the Institute, the State, to the Nation, or to the candidate's profession. |  |  |
| 4 | Broad recognition of technical stature as evidenced by invited papers or seminars, session chairperson at national symposia, memberships on national committees, offices in professional societies, or other appropriate honors. |  |  |

1. Note: While emphasis will be given to authorship of journal and symposium papers which have been refereed, recognition will also be given to contributions to other journals, organizational publications, widely distributed reports which effect an education and technology information transfer [↑](#footnote-ref-1)