Criteria for Research Track Faculty Ranks
**All Research Track Faculty positions require a PhD or equivalent professional degree

Title	Overarching Principle	Examples*
Research Instructor	Makes significant contributions to goals of a research laboratory or core facility.	• Designs and executes experiments independently • Drafts manuscripts under the mentorship of PI • Assists PI with grant preparation • Supervises rotating graduate students and undergraduate students • Provides advice to other research staff and trainees • Operates and maintain equipment in a Core Facility • Perform routine services in a Core Facility
Research Assistant Professor	Capable of developing and initiating new projects based on own ideas.	Criteria of above rank plus: • Writes sections of federal grants • Writes and submits P&F-type awards • Participates in departmental activities • Presents posters or talks at regional or national conferences • Prepares near final versions of figures, tables and text for manuscripts • Lectures in courses directed by others • Oversees key operational aspects of a Core Facilities • Provides high level advice to users of Core Facilities • Establishes new services and procedures for Core Facilities
Research Associate Professor	Is developing a national reputation in their area of research.	Criteria of above rank plus: • Writes independent grants and manuscripts (with input from PI, Core Director, and other Vanderbilt resources) • Develops new research areas, or significantly enhances an established research program • Secures subcontracts based upon specific expertise • Advice sought by individuals within and outside Vanderbilt based upon specific expertise • Develops new research methodologies and resources • Leads course sections and/or develops educational tools • Gives presentations at national or international conferences • Obtains patents on new technologies • Independently directs and oversees a Core Facility, organizes faculty user committees, and educates users
Research Professor	Has developed a national reputation in their area of research.	Criteria of above rank plus: • Is the PI of funded grant applications and runs own research program • Is the senior and/or corresponding author on publications • Regularly presents their own work at national and/or international conferences and other universities • Wins national awards in their field • Serves as the Scientific Director of Core Facility • Makes technology development decisions, negotiates and sets contracts with vendors, serves as PI on shared instrumentation grants Negotiates with department chair and/or dean for resources

*These are examples, not an exhaustive list. It is not expected that the faculty member do all of the bulleted points, but that they do enough to comply with the spirit of the Overarching Principle of the position rank.