

**University of Massachusetts Medical School Academic Personnel Policy: Tables of Expected Achievements**

**Table 3. Investigation: Examples that Provide Evidence of Achievement at Each Level**

**Entry Level**

Expertise in an area of investigation (Section 2.2.c), demonstrated by *local* recognition for contributions to research  
 A record of scholarship that may include:

- Peer-reviewed publications, usually as first and middle author, book chapters and/or reviews
- Invited presentations and presentations at professional meetings

**Established Level**

Excellence in one or more areas of investigation (Section 2.2.c), demonstrated by:

- Funding for research primarily as a principal investigator on external and internal grants but may be a major contributor to funded team projects
- Innovative methods, technologies or therapies, and/or novel applications of existing methods and technologies
- Leadership of or major responsibility for research projects or a research core service
- Defined role and/or leadership in team or multi-center research projects or programs

A record of scholarship that may include:

- Peer-reviewed publications, usually as first and/or senior author, of original research and/or novel methods/technologies that advance the field, including publication of multidisciplinary studies as an author or a named member of an authorship group
- Book chapters and/or reviews
- Patents, new therapies and/or technologies

*Regional/national* recognition for investigation, demonstrated by:

- Honors and awards for investigation
- Invited presentations and presentations at professional meetings

**Senior Level**

A sustained record of excellence in research that has an impact in one or more areas of investigation (Section 2.2.c), demonstrated by:

- Consistent and sustained record of funding for research primarily as a principal investigator on external and internal grants but may be a major contributor to funded team projects
- Development of innovative methods, technologies or therapies, and novel applications of existing methods and technologies that have been adopted by others
- Sustained leadership of research projects or a research core service
- Leadership and/or defined role in team or multi-center research programs or projects

A sustained record of exceptional scholarship that may include:

- Peer-reviewed publications, usually as senior author, of original and innovative research that has an impact on the field, and/or of novel methods/technologies that advance the field
- Books, book chapters, reviews and/or textbooks that are recognized as authoritative and are highly cited
- Continuing record of publication, as an author or as a named member of an authorship group, of multidisciplinary research that has an impact on the field
- Patents, new therapies, and/or technologies

*National/international* recognition for investigation, demonstrated by

- *National and/or international* honors and awards for contributions to research
- Invited presentations and presentations at professional meetings, *nationally/internationally*
- Leadership of *national/international* professional or disciplinary organizations