







Associate Scientist: Typically has completed a minimum of five years postdoctoral research; has begun to establish a national reputation through published work and has responsibility for carrying out independently, as principal investigator, projects of his or her own devising.

Senior Scientist: Typically has demonstrated a career of continued growth in scholarship that has brought a national or international reputation as a first-class researcher or scholar who has made substantial contributions to his or her discipline.

B: RESEARCH AND CREATIVE ACTIVITIES DEFINITIONS, EVALUATION AREAS, AND EVIDENCE

Research scientist responsibilities focus on research and creative activities. Their work divides across (1) scholarship and (2) service to the center. The following sections define each of these, describe its evaluation areas, and outline types of evidence useful in making evaluative judgments.

The appropriateness and importance of the types of scholarship and level (or type) of service vary with the expectations of a given research scientist position. Therefore, it is critical that judgments about research scientists' scholarship, as well as their center service, be made taking the nature of the individual's position (i.e., that center's mission, research scientist's allocation of effort, and the specific responsibilities and expectations of the position) into account. The following sections illustrate that there is considerable flexibility in how a research scientist can meet the criteria outlined in Section C.

B: 1: SCHOLARSHIP

B: 1: a: Scholarship Definition

Scholarship includes original inquiry and systematic analysis of problems (both practical and theoretical) contributing to the field of education through scholarship and creative effort. To align with the roles and responsibilities of research scientists in its centers, the School's definition of research and creative activities recognizes and values research scientists' diverse forms of scholarship, relying on three of the four types of scholarship defined by Boyer (1990),ⁱ

Scholarship of discovery. This includes all activities that extend knowledge through the discovery or collection of new information. The scholarship of discovery includes, but is not limited to, the typical label of basic or original research (e.g., primary empirical research, historical research, theory development and testing, methodological studies, and philosophical inquiry and analysis).

Scholarship of application. This includes all activities that relate knowledge in academic disciplines to communities outside academia, including the discovery, evaluation and communication of research findings. The scholarship of application focuses on using research findings and innovations to address real world, societal problems.

Scholarship of integration. This includes all activities that are primarily interdisciplinary and interpretive, focusing on making connections across disciplines, across topics within a discipline, or across time. The scholarship of integration includes the interpretation of one's own research so that it is useful beyond one's disciplinary boundaries and can be integrated into a larger body of knowledge.

B: 1: b: Scholarship Evaluation Areas

The evaluation of research and creative activity involves the examination of a number of areas, including, but not limited to, the following:

Productivity. Research scientists may demonstrate productivity in one or more areas of



