



HARVARD
T.H. CHAN

SCHOOL OF PUBLIC HEALTH

Research Scientist Association

presents:

RESEARCH SCIENTIST TRACK

at The Harvard T.H. Chan School of Public Health

RESEARCH SCIENTIST REVIEW COMMITTEE

- Track established in 1998
- One member from each of three sciences:
biological, quantitative, social/policy
- Appointed by Dean
- Charge: Develop criteria for appointment & promotion
Review and approve all RS appointments
- Criteria continue to evolve.
- Criteria emphasize flexibility.

RESEARCH SCIENTIST REVIEW COMMITTEE

Jeffrey Fredberg (Chair) Biological sciences

Steve Gortmaker Social/policy sciences

David Shapiro Quantitative sciences

Jennifer Ivers Associate Dean for Faculty Affairs (OFA), ex officio

Philip Kret Research Scientist Coordinator (OFA)

THE RESEARCH SCIENTIST TRACK

- What is the research scientist track?

THE RESEARCH SCIENTIST TRACK

- Non-faculty renewable appointment
 - Research Scientist (3-year renewable term)
 - Senior Research Scientist (3-year renewable term)
 - Principal Research Scientist (5-year renewable term)
- At other universities, might be called “*Research Professor*” track

RESEARCH SCIENTIST TRACK BY DEPARTMENT

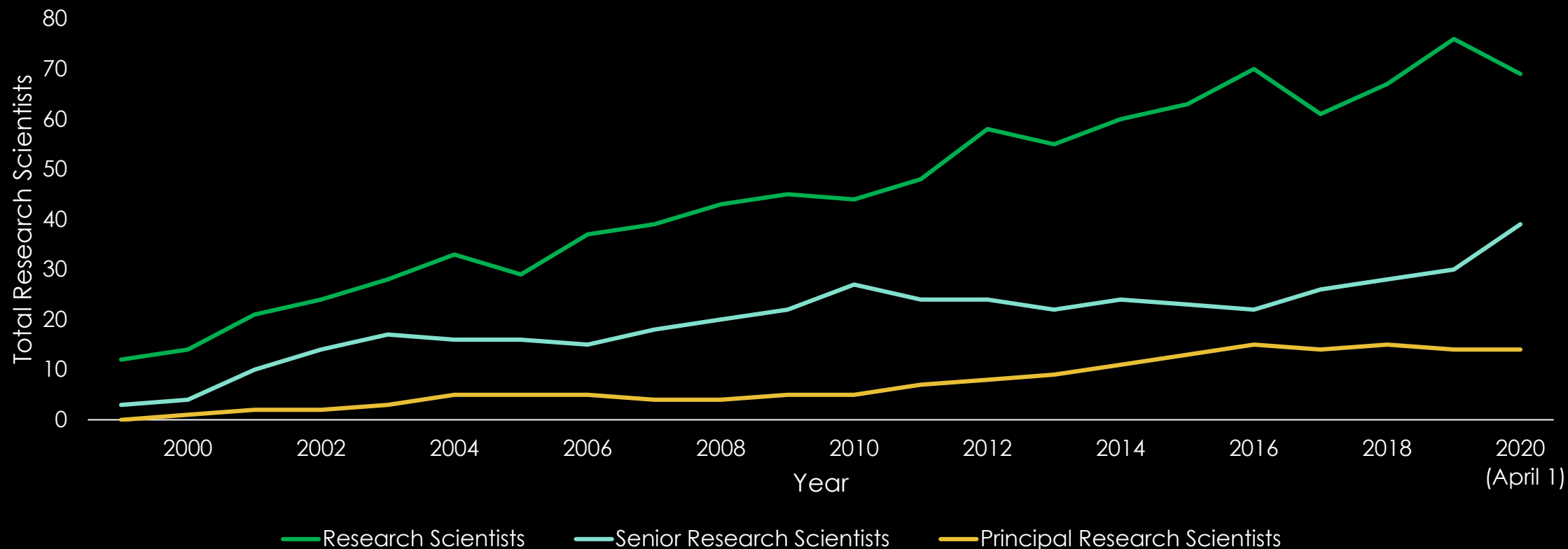
AS OF (4/1/2020)



Department/Center	Research Scientists	Senior Research Scientists	Principal Research Scientists	TOTAL
Biostatistics	15	12	2	16
Center for Biostatistics in AIDS Res.	5	6	4	15
Center for Health Decision Science	1	2	0	3
Center for Population and Development Studies	1	0	0	1
Environmental Health	12	5	4	18
Epidemiology	3	3	0	6
Molecular Metabolism	5	0	0	5
Global Health and Population	0	1	1	2
Health Policy and Management	7	5	1	11
Immunology and Infectious Diseases	6	2	1	9
Nutrition	9	2	1	12
Social and Behavioral Sciences	5	1	0	5
TOTAL	69	39	14	122

THE RESEARCH SCIENTIST TRACK

Research Scientist Track by year and rank (on January 1, 2020)



THE RESEARCH SCIENTIST TRACK

- What is the research scientist track?
- How did the research scientist track evolve?

THE RESEARCH SCIENTIST TRACK: *1998 (Lagakos; CBAR, SDAC)*

Goal:

- Recruit & retain highly qualified doctoral researchers
- Long term, large scale, or multidisciplinary research
- Often with management of oversight

Description:

- Career path providing advancement & recognition
- Exempt from teaching and other faculty duties
- Not an alternative path for faculty failing promotion

THE RESEARCH SCIENTIST TRACK

NIH ROADMAP—THEMES, IMPLEMENTATION GROUPS, AND INITIATIVES*

EXPLORATORY CENTERS (P20) FOR INTERDISCIPLINARY RESEARCH

Special requirements for applicant institutions:

1. Distribution of credit among investigators
2. Recognition of contributions beyond PI
3. Career path for "interstitial" team members

THE RESEARCH SCIENTIST TRACK

- What is the research scientist track?
- How did the research scientist track evolve?
- Appointment and Promotion?

THE RESEARCH SCIENTIST TRACK: *THE GRID ([HTTPS://HSPH.ME/GRID](https://hsph.me/grid))*

- Role and responsibilities
- Term
- Qualifications for appointment
- Qualifications for promotion

RESEARCH SCIENTIST TRAJECTORY

RESEARCH SCIENTIST

Role and responsibilities	Conducts research as an <u>independent investigator or plays a leadership role</u> in research projects, for example by acting as senior analyst in one or more research projects; presents results and prepares publications; may collaborate with external researchers or supervise research staff. Generally, research scientists <u>aspire to a career as a professional researcher or research manager.</u>
Qualifications (ordinarily) ← for hire or promotion into this position	<ul style="list-style-type: none">• Doctoral-level degree• Minimum two years of postdoctoral experience• Evidence of ability to excel in research• Major contributor to refereed publications, beyond thesis papers• Evidence of leadership in scientific administration, including the supervision of research staff
Term	Indefinite number of three-year appointments
When to Promote to Next Level	<ul style="list-style-type: none">• Normally after 5-7 years as research scientist• AND the individual demonstrates qualifications of senior research scientist• AND the department needs project leadership at senior research scientist level

RESEARCH SCIENTIST TRAJECTORY

SENIOR RESEARCH SCIENTIST

<p>Role and responsibilities</p>	<p>Demonstrates leadership, for example, <u>as principal investigator, as head of a defined research project, or as a key interstitial member of a research team</u>; provides overall <u>program/project leadership and management</u>; conducts <u>and publishes self-initiated research</u>; conducts research across programs or projects; trains and manages other researchers; participates in long-range research planning.</p>
<p>Qualifications (ordinarily) ← for hire or promotion into this position</p>	<ul style="list-style-type: none"> • Doctoral-level degree • Normally at least seven years after receipt of doctoral degree <p>In addition, the individual should demonstrate excellence in her/his area(s) of focus and responsibility. For example:</p> <ul style="list-style-type: none"> • Demonstration of leadership skills and experience supervising research staff • Continuing publication in refereed journals as senior author or contributor of major ideas or innovations, with identifiable independence from senior scientific mentors • Participation in scientific societies, committees, and review groups at the <u>national level</u>.
<p>Term</p>	<p>Indefinite number of three-year appointments</p>
<p>When to Promote to Next Level</p>	<ul style="list-style-type: none"> • Normally after 4-6 years as senior research scientist • AND the individual demonstrates qualifications of principal research scientist • AND the department needs project leadership at principal research scientist level

RESEARCH SCIENTIST TRAJECTORY

PRINCIPAL RESEARCH SCIENTIST

<p>Role and responsibilities</p>	<p>Demonstrates an exemplary level of leadership, for example, as principal investigator, as <u>head of a defined research project</u>, or as an indispensable <u>interstitial member of a research team</u>; oversees large, often multidisciplinary, research projects; works closely with department or center heads on long-range research planning; manages multiple levels of research staff.</p>
<p>Qualifications (ordinarily) for hire or promotion into this position</p>	<ul style="list-style-type: none"> • Doctoral-level degree • Normally at least eleven years after receipt of doctoral degree <p>In addition, the individual should demonstrate excellence in her/his area(s) of focus and responsibility. For example:</p> <ul style="list-style-type: none"> • <u>Intellectual leadership of research projects involving other investigators</u> • Excellence in directing research projects and in supervising research staff • Demonstrated ability to carry out long-range research planning • Continuing publication of outstanding, original, and innovative research findings • Widely recognized <u>for achievements and seniority</u> • Participation in scientific societies, committees, and review groups at <u>the national level and international levels</u>
<p>Term</p>	<p>Indefinite number of five-year appointments</p>

THE RESEARCH SCIENTIST TRACK: *WHAT IS IMPORTANT*

- Leadership in grant applications and/or
- Leadership in research program and/or
- Strong publication record and/or
- Major managerial responsibilities and/or
- Major translational activities
- <https://hsph.me/grid>

THE RESEARCH SCIENTIST TRACK: *LOGISTICS*

- Research Scientist Review Committee meets five times per school year.
- Application for new appointment or promotion must include:
 - ✓ Checklist detailing start/end dates (assembled by department administrator)
 - ✓ Proposed job description
 - ✓ Endorsement letter from department chair or center director (addressed to RSRC chair)
 - ✓ Three letters of recommendation: supervisors, collaborators, peers, mentors;
(addressed to RSRC chair)
 - ✓ Current CV (in Harvard Chan School format!) – check website for details
 - ✓ Activities statement duties and responsibilities (if currently employed at HSPH)
 - ✓ Details of funding support for new appointment period

THE RESEARCH SCIENTIST TRACK: *LOGISTICS (CONTINUED)*

- Reappointment packets are similar but abbreviated – see website for details.
- Department administrators submit packets to Philip Kret (pkret@hsph.harvard.edu) at least two weeks before committee meeting date.
- Appointments are generally announced via email and letter within a week after committee meeting.
- A signed letter of acceptance of terms is submitted by department administrator.
- An agreed salary should be discussed with department chair prior to signing the letter.

THE RESEARCH SCIENTIST TRACK: *RESOURCES AND SUPPORT*

- All pertinent info regarding the Research Scientist track:
 - <https://www.hsph.harvard.edu/faculty-affairs/research-scientist-appointments/>
- Research Scientist Association Council (rsacouncil@hsph.harvard.edu)
- Department administrators
- Office of Faculty Affairs:
 - Jennifer Ivers – Associate Dean for Faculty Affairs (ivers@hsph.harvard.edu)
 - Philip Kret – Research Scientist Coordinator (pkret@hsph.harvard.edu)