

Scoring Key for Junior Faculty Candidates

JUNIOR FACULTY RECRUITS (Assistant Professor)

Number	Descriptor	Additional guidance
5	Exceptional	<ul style="list-style-type: none"> • Exceptionally strong candidate, someone who is destined to be a future leader in the field. Likely to be recruited by numerous programs as a star junior faculty member. • Evidence of extramural funding: K award plus additional funding from extramural sources (foundations, 2nd NIH award, etc.) • Will bring extramural funding with them • Recipient of national award for research as fellow or junior faculty member • Solid record of publication as first or senior author in high impact journals • Considered to be an emerging national leader in the field, as evidenced by invited seminars and by national or international awards
4	Outstanding	<ul style="list-style-type: none"> • Truly outstanding junior faculty candidate, meets key needs in existing research centers and felt by center leaders to have potential to be star researcher • Has K award or equivalent foundation funding • Trained in leading laboratory with nationally known mentor • Has received national or local research awards as fellow or junior faculty • Published well during fellowship or interim junior faculty status, must have more than 2 first author publications
3	Excellent	<ul style="list-style-type: none"> • Very strong candidate that fits well with current research centers • Has a track record of intramural or fellowship funding and has applied for K award or equivalent award with solid application that is felt to be likely to succeed in future. • Strong mentor with highly supportive letters of reference. • At least two first author publications in high impact journals. • Evidence of national contributions: society participation, meeting presentations.
2	Average	<ul style="list-style-type: none"> • Solid candidate but does not meet optimal grant or publication record recommendations. • Area of research fits well with current research centers and initiatives. • Has applied for foundation or NIH awards • At least one first author publication in high impact journals and additional publications with mid-author contribution.
1	Stretch	<ul style="list-style-type: none"> • Suboptimal candidate, promising but below average, may meet a special need in the research plan. • Trained at a leading institution or by a mentor considered to be a leader in the field • At least one stellar publication suggesting research productivity. • May have other characteristics that lead to a proposal for recruitment but will need additional justification.