

Scoring Key for Senior Faculty Candidates

SENIOR RECRUITS (Associate or Full Professor Level)

Number	Descriptor	Additional guidance
5	Exceptional	<ul style="list-style-type: none"> Exceptionally strong candidate, someone who is destined for National Academy, IOM status, GRA eminent scholar Proven track record of sustained funding from a NIH and other sources Will bring substantial extramural funding, greater than 2.5 R01 equivalents, including in many cases program projects. More than 60 primary research publications in peer-reviewed scientific journals; more than 30 as first or last author Sustained record of publication as first or senior author in high impact journals Considered to be an established national leader in the field, as evidenced by leading symposia at national meetings, presence or chair of NIH study sections, member of editorial boards of leading journals, and by national or international awards
4	Outstanding	<ul style="list-style-type: none"> Truly outstanding candidate, meets or exceeds all criteria desired enterprise recruitment plan Has a track record of sustained funding from NIH and other sources of funding Will bring funding of 2.0 R01 equivalents or greater More than 40 primary research publications in peer-reviewed scientific journals, more than 20 as first or senior author. Evidence of regular contributions in high impact journals Considered to be a leader in the field; should have evidence of this by the following: member of editorial board of leading journals, study section membership or leadership, meeting and professional society leadership
3	Excellent	<ul style="list-style-type: none"> Very strong candidate that meets enterprise recruitment plan Has a track record of NIH funding at least 1.5 R01 equivalents, with research potential of 2nd R01. More than 30 primary research publications in peer-reviewed scientific journals, more than 15 as first or senior author. At least two recent publications in high impact journals Building evidence of national contributions: editorial boards, study sections, society participation, meeting presentations. Evidence of institutional leadership positions.
2	Average	<ul style="list-style-type: none"> Solid candidate, but does not meet optimal grant and publication record Has a track record of NIH funding that suggests a continuous, sustainable research program Will bring funding of at least 1 R01, with high potential to attract additional funding More than 20 primary research publications in peer-reviewed scientific journals, more than 10 as first or senior author. Evidence of first or senior author publications in high impact journals
1	Stretch	<ul style="list-style-type: none"> Suboptimal candidate, promising but below average, may meet a special need in the research plan. Is currently NIH funded and shows promise towards sustained funding but does not currently have R01 or equivalent. Trained at a leading institution or by a mentor considered to be a leader in the field Less than 20 primary research publications in peer-reviewed scientific journals May have other characteristics that lead to a proposal for recruitment, but does not meet enterprise recruitment plan for research recruits