

SCIENTIFIC STANDARDS

THREE-YEAR SCIENTISTS (S3):

The goal for this period is to establish a successful research program with international impact.

Candidates will need to achieve a ranking of “A” or “B” to continue on to their 6-Year Scientist review.

	Annual Ranking Score		
	A. Outstanding / Excellent	B. Fully Competent	C. Unsatisfactory
Grants:	At least one major grant that is peer reviewed (eg. CIHR, NCIC, NIH) or from an international foundation.	One peer reviewed grant (eg. CIHR, NCIC, NIH)	No peer reviewed grant (eg. CIHR, NCIC, NIH)
Published Papers*	- Two “standard” level papers per year with at least one “mid-level” publication within the first three years. A lower number of papers is acceptable if the publications are in an “outstanding” journal. - Or, issued patents	One standard level paper per year (one at mid to outstanding level within the first three years).	Zero publications in standard level paper per year.
Evidence of External Impact	Invitation to at least two lectures at national or international meetings or symposium within the first three years.	One invitation to give a national or international lecture.	No invitation to give a national or international lecture.
Additional factors: - Trainees	At least one graduate student or postdoctoral fellow (co-supervision is acceptable).	No graduate student or postdoctoral fellow.	No graduate student or postdoctoral fellow.

* Published papers refer to first, senior or co-corresponding from work done in own laboratory. The goal is to encourage publications of high quality and high impact. In general this will be reflected by the journal in which the paper is published. Please refer to Appendix A for a rating list of journals, which should serve as a rough guide. Citation index and impact factor will also be taken into account.

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SIX-YEAR SCIENTISTS (S6):

The goal for this period is to develop a world-class research program with the potential of major impact on the field and to demonstrate involvement in the Institute.

Candidates must achieve a ranking of “A” in year-6 in order to be promoted to Senior Scientist.

	Annual Ranking Score		
	A. Outstanding / Excellent	B. Fully Competent	C. Unsatisfactory
Grants:	At least two major grants running concurrently that are peer reviewed (eg. CIHR, NCIC, NIH) or from an international foundation.	One major peer reviewed (eg. CIHR, NCIC, NIH) grant or from an international foundation.	No peer reviewed grant (eg. CIHR, NCIC, NIH)
Published Papers*	- Two “standard” level papers per year with at least one in an “outstanding” level journal in the first six years are expected. A lower number of papers may be acceptable if there are more publications in the “outstanding” category. - Or, issued patents	One standard level paper per year (one at mid to outstanding level).	Zero publications in standard level paper per year.
Evidence of External Impact	Invitation to at least three lectures at national or international meetings or symposium per year .	Invitation to at least two lectures at national or international meetings or symposium per year .	Invitation to one lectures at national or international meetings or symposium per year .
Additional factors: - Trainees - Determine Leadership to the Institute: By supporting its activities and influencing direction, nature and quality of programs.	At least two graduate students or postdoctoral fellows and evidence of effective mentorship. Examples include: - Leading a team grant or program project - Serving on at least one OCI or UofT SGS Department committee - Organizing Symposium - Licensing of patents for which candidate is author - Significant intellectual or leadership role in clinical study	One graduate student or postdoctoral fellow and evidence of effective mentorship.	No graduate student or postdoctoral fellow.

* Published papers refer to first, senior or co-corresponding from work done in own laboratory. The goal is to encourage publications of high quality and high impact. In general this will be reflected by the journal in which the paper is published. Please refer to Appendix A for a rating list of journals, which should serve as a rough guide. Citation index and impact factor will also be taken into account.

† By supporting its activities and influencing direction, nature and quality of programs.

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SENIOR SCIENTISTS (SS5):

The goal for this period is to maintain a world-class research program that demonstrates major impact on the field and to be an active contributor to the life of the Institute.

Candidates must receive an overall average ranking of “A” at time of review in order to pass.

	Annual Ranking Score		
	A. Outstanding / Excellent	B. Fully Competent	C. Unsatisfactory
Grants:	At least two major grants running concurrently that are peer reviewed (eg. CIHR, NCIC, NIH) or from an international foundation.	One peer reviewed grant (eg. CIHR, NCIC, NIH)	No peer reviewed grant (eg. CIHR, NCIC, NIH)
Published Papers*	- Three publications per year in “standard” level journals with two “mid-levels” and one “outstanding” level per five years. A lower number of papers may be acceptable if there are more publications in the “outstanding” category. - Or, issued patents	Two publications per year in “standard” level journals with one “mid-levels” and/or one “outstanding” level per five years. A lower number of papers may be acceptable if there are more publications in the “outstanding” category.	One publications per year in “standard” level journals
Evidence of External Impact	- Give at least three external invited lectures per year, with at least two at international meetings or symposiums. - Should consistently serve on at least one of the following: <ul style="list-style-type: none"> • Major grant peer-review panels (e.g. CIHR, NIH, NCIC) • Editorial boards • Organizing committees of international meetings • Committees for international/national academic societies 	Give at least two external invited lectures per year, with at least one at international meetings or symposiums.	Give at least one external invited lecture per year.
Additional factors: - Trainees - Determine Leadership to the Institute: By supporting its activities and influencing direction, nature and quality of programs.	- At least three graduate students or postdoctoral fellows and evidence of effective mentorship. - Participation in OCI of UoFT SGS Department Committees - Leadership of team grants and CFI proposals - Serving as Department Chair at Hospital or University level - Regular participation in Institute events - Teaching at a University of Toronto department - Work with the Foundation on fundraising initiatives - Community Outreach - Significant intellectual or leadership role in clinical study	Two or fewer graduate students or postdoctoral fellows.	One graduate student or postdoctoral fellow.

* Published papers refer to first, senior or co-corresponding from work done in own laboratory. The goal is to encourage publications of high quality and high impact. In general this will be reflected by the journal in which the paper is published. Please refer to Appendix A for a rating list of journals, which should serve as a rough guide. Citation index and impact factor will also be taken into account.

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Generally:

Leaves: In the instance that a scientist must take a prolonged amount of time off for sickness, maternity/paternity leave or another equivalent leave, their review will be delayed by the same amount of time as the leave.

Outcomes after failure: Candidates who fail to pass their 3-year or 6-year review will be given a working extension term that will allow them reasonable time, not to exceed one year, at which point they will lose their OCI appointment, financial support from the Institute and space within the Institute.

Candidates who fail to pass their Senior Scientist review will be re-reviewed in 2 years. After 2 years the candidate will undergo the same process as outlined for the 6 Year Scientist (S6) review. The number of external referees will be at the discretion of the Research Appointments Committee. Candidates that fail to pass this review will be given a working extension term that will allow them reasonable time, not to exceed 1 year, at which point they will lose their OCI appointment, financial support from the Institute and space within the Institute. All recommendations are brought to the Research Council for final approval.

These are guidelines to accompany the UHN Research Policy and Procedure Manual's "Requirements and Procedures for Progression" (<http://intranet.uhnresearch.ca/institutes/pm>).