

Figure 1. Career Faculty Classification and Rank Criteria

	Teaching Professor Classification	Clinical Professor Classification	Research Assistant Classification	Research Associate Classification	Research Professor Classification
	Teaching and coordination of undergraduate, masters, and doctoral training programs	Clinical instruction (e.g., clinical supervisor) or professionally-related community education/service	Support implementation of research, demonstration, outreach, and technical assistance projects within COE	Lead and/or collaborate in research, demonstration, outreach and technical assistance projects within COE	Independent research, outreach, demonstration, and technical assistance within the COE.
Level 1	Assistant Teaching Professor 1. Master's degree or doctorate in program field or related field, as required for the position 2. Appropriate license (if needed) 3. Evidence of expertise in areas required for program (e.g., content area of teaching, supervision) 4. Demonstrated teaching expertise, supervision experience, advising expertise, and/or professional expertise in the target field, as related to the position	Assistant Clinical Professor 1. Master's degree or doctorate in program field or related field, as required for the position 2. License and/or certification in appropriate professional field 3. Evidence of professional expertise in areas required for program 4. Demonstrated expertise, effective mentoring, teaching, and/or supervision in clinical/ K-12 educational settings (e.g., having a leadership position in K-12, mentoring graduate students or recent graduates, teaching seminars/ workshops; running support groups) 5. Potential for academic or clinical program leadership and/or coordination (e.g., lead a school/hospital committee, coordinated development of new policy and process for IEP development)	Research Assistant 1. Bachelor's, master's or doctorate in program field or field related to the position 2. Evidence of expertise in areas required for program, grant, or contract (e.g., writing reports for funders, assisting in writing grant applications) 3. Ability to work under supervision for completion of project specific activities	Research Associate 1. Doctorate in program field or related field 2. Expertise in content areas required for program, grant, or contract (e.g., supervision of staff, grant writing and management) 3. Experiences in research activities required for the position (e.g., data collection, research design) 4. Ability to work under supervision for completion of project specific activities	Assistant Research Professor 1. Doctorate in program field or related field 2. Expertise in content areas required for program, grant, or contract procurement (e.g. school psychology, early literacy, item response theory). 3. Documented expertise in research and scholarship (e.g., data collection, research design, data analysis, scholarly publications). 4. Documented expertise in mentoring student research. 5. Record of scholarly contributions to the field through professional products equivalent to assistant professor (e.g., research publications, professional presentations, grant applications) 6. Documented capacity to serve as a principal investigator on internally or externally funded projects.

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Level 2	<p>Associate Teaching Professor All items from the previous rank and expanded as described below</p> <ol style="list-style-type: none"> Evidence of high-quality teaching/supervision and professional expertise in the field as related to position (e.g., teaching courses, clinical supervision, presentations) Participates in undergraduate and/or graduate education (e.g., program committees, doctoral committees, research supervision, advising) Documents service and/or leadership in the field, department, college, and/or university Documents program coordination or comparable leadership responsibilities and contributions to the undergraduate and/or graduate education programs. 	<p>Associate Clinical Professor All items from the previous rank and expanded as described below</p> <ol style="list-style-type: none"> Evidence of high-quality clinical supervision/teaching as related to the position (e.g., practicum supervision performance, supervising supervisors, developing and supervising a specialty clinic) Participates in clinical education (e.g., practicum, clinical methods training) Documents service and/or leadership in program coordination, and/or leadership in the field, community, department, college, and/or university. 	<p>Senior Research Assistant I All items from the previous rank and expanded as described below</p> <ol style="list-style-type: none"> Works independently, supervise and monitor completion of project specific activities 	<p>Senior Research Associate I All items from the previous rank and expanded as described below</p> <ol style="list-style-type: none"> Works independently, supervise and monitor completion of specific project activities by others Demonstrates leadership on research projects (e.g., Project Manager, Co-Principal Investigator, Principal Investigator) Scholarly contributions to the field through professional products commensurate with job description (e.g., research publications, professional presentations, grant applications, technical report) 	<p>Associate Research Professor All Items from previous rank and expanded as described below</p> <ol style="list-style-type: none"> Scholarly contributions to the field through professional products equivalent to tenured associate professor (or equivalent)(e.g., research publications, professional presentations, grant applications) Documented program of external funding that funds a portion of FTE as PI or Co-PI status (or equivalent) over an extended period of time

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Level 3	<p>Teaching Professor All items from the previous rank and expanded as described below</p> <ol style="list-style-type: none"> Active leadership responsibilities in a variety of areas including but not limited to, curriculum development, program development, and program evaluation of the undergraduate and/or graduate education programs Widening of the scope of impact of service and/or leadership in the field, community, department, college, and/or university (e.g., having a state or national office in professional organization, serve on college/university committees). 	<p>Clinical Professor All Items from the previous rank and expanded as described below</p> <ol style="list-style-type: none"> Active leadership responsibilities in a variety of areas (e.g., development and evaluation of the clinical education program, budgeting and staff evaluation in a school/clinic). Widening of the scope of impact of service and/or leadership in the field, community, department, college, and/or university (e.g., having a state or national office in professional organization, serve on college/university committees). 	<p>Senior Research Assistant II All Items from the previous rank and expanded as described below</p> <ol style="list-style-type: none"> Provides expanded leadership and direction to others in the unit (e.g. supervision) to others on project (e.g., students, other research assistants) 	<p>Senior Research Associate II All Items from the previous rank and expanded as described below</p> <ol style="list-style-type: none"> Widening of the scope of impact and audience of scholarly activities commensurate with job description (e.g., having a state or national office in professional organization, journal editor, editorial board, journals) 	<p>Research Professor All Items from previous rank and expanded as described below</p> <ol style="list-style-type: none"> Scholarly contributions to the field through professional products equivalent to tenured full professor (e.g., research publications, professional presentations, grant applications). Documented program of external funding that funds the majority of FTE as PI or Co-PI status (or equivalent) over an extended period of time (e.g. 3-5 years)