

Criteria for Tenure at the NIH

! High quality, originality and impact of scientific contributions to a specific field and biomedical research more generally

- quality of studies, including scientific rationale and methodological rigor
- innovation and originality in the form of new ideas, approaches, discoveries and paradigms that open lines of further inquiry, including discovery and development of technological approaches, as well as design, development and implementation of clinical trials and population studies
- scientific, clinical and/or public health impact of published work
- upward trajectory expected following tenure

! Independence

- independent research as evidenced by primary and senior authorship on original research publications
- for team research, clear evidence of distinct intellectual contribution to the research; members of research teams should demonstrate peer recognition of their specific contributions and some publications should highlight their distinctive research

! Productivity relative to resources

- quality and quantity of publications (e.g., an original paper in a high-impact journal is considered more consequential than several papers in specialty, lower-impact journals)
- reputation of journals in which peer-reviewed papers are published, including specialty journals appropriate to the candidate's field
- patents and CRADAs
- timely deposition of data (in particular, large data sets) in freely available, public databases; recognition given to high-quality data made available electronically to the research community, in some cases not directly linked to conventional journal publication(s)

! National/international recognition and leadership

- peer recognition for developing an important body of work with a unifying theme, evidenced in letters of recommendation from the leaders in the field
- invited lectures and publications
- membership on editorial boards or as invited journal reviewer
- participation in grant review panels for NIH or other funding organizations
- ability to forge multidisciplinary partnerships, taking advantage of the breadth and depth of the NIH scientific and clinical environment
- honors and awards
- election to scientific societies
- IC programmatic need that evidences distinct and important contributions to the mission of the NIH may be considered

! Mentorship abilities and activities

- success in training and mentoring junior colleagues at all levels as evidenced by their professional progress, competitive funding and/or publications

! High ethical standards and integrity in directing and conducting research

! NIH citizenship and collegiality

- IC or NIH-wide activity or committee participation (e.g., Scientific Interest Group, IRB, ACUC, WSAs, Faculties, etc.), clinical service and other activities that promote the scientific enterprise at the NIH and more broadly

Documentation to Assess Fulfillment of the Criteria for Tenure

- Updated and accurate C.V. and bibliography, including all necessary information that addresses the criteria for tenure
- Letters of recommendation from the leaders in the field (at least 6 from non-collaborators)
- BSC reports, with particular emphasis on the most recent one (must be within the past 2 years for the Central Tenure Committee)
- Recommending memorandum from the Laboratory/Branch Chief or Scientific Director, through IC Director, specifically addressing the recommendation for tenure
- Report of the IC Promotion & Tenure Committee (only for tenure-track candidates)
- Report of the DDIR-approved Search Committee (only for outside candidates)
- The 5 publications that the candidate considers most important
- Description of future research plans by the candidate (no more than 5 pages)
- Detailed description of the resources (budget, personnel, space, other) available to the candidate from the beginning of the tenure track to date, with a timeline of changes during the tenure track (only for tenure-track candidates)