

## Criteria for promotion within the GS System

### GS-14

In general, for appointment at the GS-14 level, the individual is expected to have developed a substantial record of independent scholarly achievement at the GS-13 level or its equivalent, and to have a vigorous research program. Independent scholarly contributions should be evidenced by:

- A reasonable number of peer-reviewed publications in journals generally acknowledged to be of high quality.
- Demonstrated ability as a mentor and/or teacher of students and postdoctoral fellows.
- Superlative reviews by the IC Board of Scientific Counselors and equivalent indicators of favorable formal evaluation(s) by at least four peers who are not recent collaborators or NIH colleagues.
- Other evidence of high regard by peers includes invitations to:
  - speak at meetings,
  - give seminars at academic centers, and
  - review articles for excellent journals.

### GS-15

In general, for appointment at the GS-15 level, the individual is expected to have a sustained record of high scholarly achievement at the GS-14 level or its equivalent and to have published research that has substantially influenced the field, as evidenced by publication record.

- Additional evidence of superior achievement includes:
- Demonstrated abilities as a mentor,
- A superlative BSC review,
- At least three letters from scientists who are not recent collaborators or NIH colleagues,
- Receipt of one or more awards either from his/her IC or from outside groups or both, and
- Peer recognition evidenced by numerous invitations to:
  - speak at major national or international meetings
  - serve as chairperson or organizer for symposia at major meetings
  - contribute major reviews
  - serve on committees and boards of major journals, professional societies and review groups.