

Standard Search Evaluation Procedure Guidelines*

Formation of a Search Committee

- The search committee should have at least 3 members who hold a title above the level of the position being recruited
- At least one search committee member should be female and/or racial minority, to the extent possible

Minimum Qualifications for Officers of Research (applicable to LDEO)

Staff Associate	- B.S. plus 4 years or M.S. plus 2 years of experience
Senior Staff Associate	- B.S. plus 8 years or M.S. plus 4 years of experience
Postdoctoral Research Scientist/Fellow	- Candidate must have completed doctoral degree prior to the start of the appointment
Lamont Assistant Research Professor	- PhD in related field plus 2 years post PhD experience
Lamont Associate Research Professor	- PhD in related field plus 6 years post PhD experience
Lamont Research Professor	- PhD in related field plus 10 years post PhD experience
Associate Research Scientist	- PhD in related field
Research Scientist	- PhD in related field plus 6 years post PhD experience
Senior Research Scientist	- PhD in related field plus 10 years post PhD experience

* Taken from SSEP guidelines and procedures, Columbia University