

(Proposed addition to AR II-1.0-1)

VIII. Research Title Series

A. Introduction

The University has continuously expanding requirements for scientists, specially-trained investigators, and other highly-qualified personnel to meet responsibilities in research and other creative activities, especially such responsibilities related to projects which the institution operates under contracts, grants, or other designated funds. To fulfill these requirements more effectively and to be more competitive in attracting and retaining needed professional personnel, a research title series for appointments and promotions without tenure is established as hereafter defined and described.

B. Definition

The research title series shall be a professional series for appointment and promotion of appropriately qualified persons who shall participate in the University's academic program but whose activities shall be limited to participation in projects which: (1) involve research or other creative activity, (2) are normally of limited and specified duration, and (3) the institution operates under contracts, grants, or other designated funds. A faculty member on appointment in the research title series shall not have any regularly-scheduled, conventional teaching or service assignments. Interim appointment and payment of salary from funds other than those associated with contracts, grants and other designated funds may occur, with approval of the appropriate academic vice president, when there is a gap of six months or less between approved contracts, grants, or other sources of designated funds but, in such circumstances, the appointee's assignment shall be completely consistent in a general sense with the duties which the individual had, and will be expected to continue, under a program for research or other creative activity which is supported from contracts, grants, or other designated funds.

C. Establishment of a Position

To establish a position in the research title series, the initiating educational unit shall: (1) prepare a proposal demonstrating the need for such a position and indicating the source, amount, and term of funding for the program of research or creative activity to which the position is related; and (2) obtain approvals of the proposal by the department chairman, dean of the concerned college, the Dean of the Graduate School and Coordinator of Research, the appropriate academic vice president, and the President.

D. Areas of Activity

Three areas of activity are important in the evaluation of individuals for appointment, performance review, and promotion in the research title series: (1) research or other creative activity; (2) professional status and activity; and (3) ability to initiate and maintain a program of research or creative activity supported by contracts, grants, or other designated funds. Guidelines relative to the first two areas of

activity are described under the regular series (Sections IV,A,2 and IV,A,3 of this administrative regulation); guidelines for the third area of activity are well-established in that the contract, grant, or other source of designated funds should cover salaries and costs of benefits for personnel, operating expenses, equipment, and overhead.

E. Academic Ranks, Special Titles and Criteria

The academic ranks and related special titles in the research title series shall be: (1) assistant research professor; (2) associate research professor; and (3) research professor. Although it is not feasible to specify exact criteria for evaluating the credentials of an individual for appointment or promotion to any one particular rank in the research title series, the following statements are provided as guidelines.

1. Assistant Research Professor

Appointment to the rank of assistant research professor should be made when it has been determined that the individual has a current independent capability for conducting reliable research or other creative work supported through contracts, grants, or other designated funds, has a potential for significant professional growth in the field of research or creative activity, and holds the terminal academic degree appropriate to the field.

2. Associate Research Professor

An appointment or a promotion to associate research professor should be made only after an indication of continuous improvement and contribution by the individual in research or other creative activity supported through contracts, grants, or other designated funds. Furthermore, the individual should have earned some regional recognition for excellence in the pertinent field.

3. Research Professor

An appointment or a promotion to the rank of research professor is an indication that, in the opinions of colleagues and administrators, the individual is outstanding in research or other creative activity supported through contracts, grants, or other designated funds and has earned national and perhaps international recognition. It should be further emphasized that this rank is a recognition of attainment rather than years of experience or length of appointment.

F. Procedures for Appointment and Promotion

Procedures for appointment and promotion to academic ranks related to approved positions in the research title series are the same as those for the regular and special title series.

The procedure by which an appointee in the research title series may be proposed, recommended and approved for membership in the Graduate Faculty is the same as that for an appointee in the regular series. If an appointee in the research title series is approved for membership, the individual's participation as a member of the Graduate Faculty shall, however, be limited to directing graduate theses and dissertations and to serving on committees appointed by the Dean of the Graduate School.

If the appointment of a faculty member is changed from the research title series to the regular or the special title series through proper administrative channels, years of service while on appointment in the research title series shall be eliminated from consideration in the determination of the probationary period related to the appointment of the faculty member in the regular or the special title series.

G. Terms of Appointment

An assistant research professor shall be appointed for a specific term not to exceed three years or, if for a lesser period of time, the period of funding from the contract, grant or other designated funds. An associate research professor or a research professor shall be appointed for a specific term not to exceed five years or, if for a lesser period of time, the period of funding from the contract, grant or other designated funds. A faculty member may be reappointed in the research title series for one or more additional terms, contingent upon continuity of funding and the individual's accomplishments.

The precise terms and conditions covering each appointment shall be stated in writing on an official appointment record.

H. Conditions of Employment

A faculty member on appointment in the research title series is eligible for all benefits of the regular series except tenure and sabbatical leave. University contributions toward retirement, social security and insurance benefits for the faculty member shall, however, be covered through the contract, grant, or other designated funds which provides support for the individual's position.

Faculty membership, with or without voting privileges, may be extended to an appointee in this series by an educational unit to which the individual is assigned. However, a faculty member on appointment in the research title series shall not be eligible to vote on matters relating to faculty appointment, retention, promotion, or tenure, or to be elected to the University Senate.