



# Appointment, Reappointment and Promotion in the Research Title Series

## Major Topics

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## I. Introduction

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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 those 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 has been established as hereafter defined and described.

## II. Definition

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The Research Title Series is a professorial series for appointment and promotion of appropriately qualified individuals who 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 of limited and specified duration, and (3) the institution operates under contracts, grants, or other designated funds. A faculty employee on appointment in the Research Title Series shall not have any regularly-scheduled 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 Provost, when there is a gap of six months or less between approved contracts, grants, or other sources of designated funds. However, 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.

## III. Establishment of a Position

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To establish a position in the Research Title Series, the department chair, graduate center director, school director (when the school does not contain departments), or the dean in a college without departments or schools of the initiating educational unit shall (1) prepare a proposal demonstrating the need for such a position and indicate 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 dean of the college, Vice President for Research, the Dean of the Graduate School, with final approval of the Provost.

## IV. Areas of Activity

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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 Title Series; guidelines for the third area of activity are well-established in that the contract, grant, or other source of designated funds shall cover salaries and costs of benefits for personnel, operating expenses, equipment, and overhead.

## V. Academic Ranks, Titles, and Criteria

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The academic ranks and related 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.

### A. Assistant Research Professor

Appointment to the rank of Assistant Research Professor shall 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 of assignment.

### B. Associate Research Professor

Appointment or promotion to the rank of Associate Research Professor shall 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 shall have earned some regional recognition for excellence appropriate to the field of assignment.

### C. Research Professor

Appointment or 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.

## VI. Procedures for Appointment and Promotion

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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 title series. (AR 2:1-1, AR 2:1-2)

## VII. Terms of Appointment

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- A. 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 employee may be reappointed in the Research Title Series for one or more additional terms, contingent upon continuity of funding and the individual's accomplishments.
- B. 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 title 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 be limited to directing graduate theses and dissertations and to serving on committees appointed by the Dean of the Graduate School.
- C. If the appointment of a faculty employee is changed from the Research Title Series to the regular 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 employee in the regular title series.

## VIII. Conditions of Employment

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- A. A faculty employee on appointment in the Research Title Series is eligible for all benefits of the Regular Title Series except tenure and sabbatical leave. University contributions toward retirement, social security, and insurance benefits for the faculty member shall be covered through the contract, grant, or other designated funds which provide support for the individual's position.
- B. Faculty membership, with or without voting privileges, may be extended to an appointee in this series by the educational unit to which the individual is assigned. However, a faculty employee 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.

## IX. References and Related Materials

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Administrative Regulations: 2:1-1 Procedures for Faculty Appointment, Reappointment, Promotion, and the Granting of Tenure; 2:1-2 Procedures for Faculty Appointment, Reappointment, Promotion, and the Granting of Tenure; 3:8 Faculty Workload Policy Statement; 3:10 Policies for Faculty Performance Review

### Revision History

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For questions, contact: [Office of Legal Counsel](#)