

## VIII. Appointment and Promotion in the 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 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.

### B. Definition

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 member 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 or the Senior Vice President and Chancellor of the Medical Center, as appropriate, 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.

### 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 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 proposal by the chief administrative officer of the concerned educational unit, the dean of the college, the Dean of the Graduate School, the Provost or Senior Vice President of the Medical Center with final approval of the Vice President for Research.

### 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 title series (Sections V.A.2 and V.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, Titles, and Criteria

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.

1. 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.

2. 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 in the pertinent field.

3. 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.

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 (refer to Sections II, III, IV, XIII, and XIV).

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.

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.

#### H. Conditions of Employment

A faculty member 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.

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 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.