

D R A F T
February 25, 2004

XXXX-XX-XX DEFINITION

Regular research track faculty appointments are fixed term contract appointments that do not entail tenure. Research track faculty are researchers and shall be engaged in research related to the mission and goals of the academic unit.

XXXX-XX-XX Titles

The term “regular research track faculty” will exist solely for the purpose of recording this type of appointment in the university’s employment system database. Titles will be research professor of (name of college, school or department), research associate professor, research assistant professor.

XXXX-XX-XX Criteria for appointment, for reappointment and nonreappointment and for promotion.

With TIU faculty approval, regular research track faculty may be appointed by colleges that do not have schools or departments and by schools and departments in colleges that have such subunits. The criteria for appointment, reappointment and nonreappointment, and for promotion for regular research track faculty shall be established by the college, school or department making such appointments and shall be set forth in that unit’s appointments, promotion and tenure document and approved by a vote of the regular faculty of the unit and approved by the office of academic affairs. The criteria must be distinct from the criteria for tenure-track faculty appointments and cannot require classroom teaching. However, regular research track faculty will have an earned doctorate or other terminal degree in the relevant field. The criteria for appointment, for reappointment and nonreappointment, and for promotion should reflect the preponderance of responsibilities being in research activities.

XXXX-XX-XX Procedures for appointment of regular research track faculty shall be established by the college, school or department making such appointments and set forth in that unit’s appointments, promotion, and tenure document and approved by a vote of the regular faculty of the unit. Appointments at the rank of research associate professor or research professor require prior approval OF THE RELEVANT COLLEGE and the office of academic affairs.

xxxx-xx-xx Term of appointment.

(A) Contracts may be for a period of at least one year and for no more than five years.

(B) Contracts must explicitly state the expectations for salary support and generally will require 100% salary recovery. It is expected that salary recovery/support will be derived from extramural funds

(C) The initial contract is probationary and a faculty member will be informed by the end of each probationary year as to whether he or she will be reappointed for the following year. By the end of the penultimate year of the probationary contract, the faculty member will be informed as to whether a new contract will be extended at the conclusion of the probationary contract period. In the event that a new contract is not extended, the final year of the probationary contract is the terminal year of employment. There is no presumption that a new contract will be extended. In addition, the terms of a contract may be renegotiated at the time of reappointment.

(D) During and until the end of the second and subsequent contract periods, regular research faculty appointments may be terminated for not meeting the terms of the contract (e.g. failure to obtain extramural support for the research). Appointments may also be terminated during a contract period for cause (see rule 3335-5-04 of the Administrative Code), or financial exigency (see rule 3335-5-021 of the Administrative Code) and the termination decision for either of these reasons shall result from procedures established by faculty rules. In addition, a contract may be renegotiated during a contract period only with the voluntary consent of the faculty member. By the end of the penultimate year of each contract period, the faculty member will be informed as to whether a new contract will be extended at the conclusion of the current contract period. If a new contract is not extended, the final year of the current contract is a terminal year of employment. There is no presumption that a new contract will be extended. In addition, the terms of a contract may be renegotiated at the time of reappointment.

(E) The standards of notice set forth in rule 3335-47-08 of the Administrative Code apply to regular research faculty track appointments.

xxxx-xx-xx Annual review, reappointment/nonreappointment, and promotion review procedures.

The procedures for reviewing regular research track faculty annually and for reappointment/nonreappointment and promotion shall be set forth in the relevant, faculty approved, college, school or department appointments, promotion and tenure document and shall be consistent with review procedures established for tenure track faculty

including those set forth in rules 3335-47-03 and 3335-47-04 of the Administrative Code except that the college dean's decision shall be final with respect to reappointment and non reappointment and with respect to denial of promotion.:

xxxx-xx-xx Governance Rights

Governance rights at the local level will be determined by the tenure-initiating unit (TIU) and will require a vote of the eligible faculty. Research track faculty will be eligible to serve on university committee's and task forces

Research track faculty will also be eligible to advise and supervise graduate and postdoctoral students AS SET FORTH IN RULE 3335-5-29 and to be a principal investigator on extramural research grant applications.

Research track faculty will not be eligible to vote on the promotion and tenure of tenure track or regular clinical track faculty and will not be eligible for election to the university governance committees.

xxxx-xx-xx Transfers from the tenure track to the regular research track.

A college, school or department may provide for the possibility of transfer from the tenure faculty track to the research track if appropriate to its circumstances and if provided for in the unit's appointments, promotion and tenure document. A unit that permits transfers must abide by the following:

- (A) The request for transfer must be initiated by the faculty member in writing and must state clearly how the individual's career goals and activities have changed.
- (B) When a tenured faculty member transfers to the regular research track, tenure is relinquished.
- (C) The school director or department chair, the college dean, and the executive vice president and provost must approve all transfers.

xxxx-xx-xx Transfers from the regular research track to the tenure track

Transfers from the regular research track to the tenure track are not permitted. However, regular research track faculty may apply for tenure track positions and compete in regular national searches for such positions.