

### 3335-7-35(B) Updates to the rule governing research faculty

Synopsis: Current rules about Research Faculty state that they are expected to pay 100% of their own salaries from grants. However, because grant funds are intended to be used for research specified in the grant proposals, if these grants cover 100% of a faculty member's time, this does not allow Research Faculty the time to apply for future grants or participate in departmental service. The proposed rule change updates rules governing required extramural support for Research Faculty from 100% to no more than 95% to support faculty work to develop new grant applications and engage in required service.

WHEREAS Research Faculty are defined in University Faculty Rule 3335-7-30 as faculty with fixed term contracts who are not tenure eligible and who "shall be engaged in research related to the mission and goals of the academic unit," and

WHEREAS the primary function of Research Faculty is to conduct research, and University Faculty Rule 3335-7-35 (B) states, "Contracts must explicitly state the expectations for salary support and will generally require one hundred per cent salary recovery," and

WHEREAS universities are required to accurately document how much time researchers dedicate to different funded projects and are responsible for assuring that charges to federal awards are reasonable, allocable, and allowable, subject to audit by federal sponsors for compliance regarding all grant requirements, including financial compliance, and WHEREAS personnel effort comprises the majority of expenditures on sponsored research, and federal sponsors consider all allocated effort as a percentage of total hours worked, such that if an individual is paid 100% from sponsored projects, 100% of their time must be allocated to those funded projects, precluding effort expended to any other activities, including but not limited to preparation of new funding proposals and attendance at faculty meetings, and

WHEREAS modifying the salary recovery percentages for research faculty will allow them to engage in these additional required activities consistent with funding requirements, and

WHEREAS the Rules Committee approved this resolution and proposed language March 1, 2025;

NOW THEREFORE BE IT RESOLVED, that this revision to Rule 3335-7-35(B) be approved by the University Senate and respectfully request concurrence of the Board of Trustees effective upon approval by the Board of Trustees.

## Marked Rule Change

### 3335-7-35 Term of appointment.

- (A) Contracts will 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 ninety-five per cent salary recovery. The faculty member will be expected to cover no more than ninety-five percent of their salary.~~ It is expected that salary recovery/support will be derived from extramural funds.
- (C) The initial contract is probationary, and a research faculty member will be informed by the end of each probationary year as to whether they will be reappointed for the following year. By the end of the penultimate year of the probationary contract, the research 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, 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 3335-5-02.1 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 research faculty member. By the end of the penultimate year of each contract period, the research 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 3335-6-08 of the Administrative Code apply to research faculty appointments.

(Board approval dates: 6/4/2004, 6/7/2005, 6/7/2013, 6/6/2014)

## Clean Rule Change

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(B) Contracts must explicitly state the expectations for salary support. The faculty member will be expected to cover no more than ninety-five percent of their salary. It is expected that salary recovery/support will be derived from extramural funds.

(C) The initial contract is probationary, and a research faculty member will be informed by the end of each probationary year as to whether they will be reappointed for the following year. By the end of the penultimate year of the probationary contract, the research 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.

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