

NON-TENURE-ELIGIBLE RESEARCH FACULTY RESOLUTION**Iowa State University Faculty Senate**

April 17, 2007; Rev. 1 November 6, 2007*; Rev. 2, December 4, 2007**;
Rev. 3, December 11, 2007 by Faculty Senate***

RESOLUTION: That the ISU Faculty Senate authorizes a new non-tenure-eligible faculty position: Research Professor at the ranks of Assistant, Associate or Full Professor.

BACKGROUND: As the environment for research has emerged over the past few decades, researchers holding a terminal degree but not holding traditional tenure-track faculty appointments have become important research collaborators. Their performance is often at faculty level in terms of professional preparation and performance expectation in the area of research. The existing university policies governing non-tenure-eligible faculty appointments speak principally to teaching responsibilities and do not guide us in decision-making regarding other responsibilities. A Task Force on Non-Tenure Eligible Research (NTER) Faculty was charged by the Faculty Senate Executive Board to investigate the extent to which non-tenure eligible persons are conducting faculty level research, and to assess the value of adding a NTER track to the university appointment structure. This resolution embodies the recommendations of the Task Force.

Whereas: There is a tremendous heterogeneity in the way NTE individuals with terminal degrees and faculty-level responsibilities in research are designated on this campus;

Whereas: There is no consistent position title that provides these individuals with a status commensurate with the roles that they perform:

- a) Lack of such titles is seen as an impediment to grant acquisition in certain research fields;
- b) Lack of consistent titles is seen as an impediment to recruitment, retention, and partner accommodation;

Whereas: In addition to remedying the preceding, advantages of a NTE research position include:

- a) Increased grant activity by NTER individuals will enhance prestige and reflect on the ranking of the institution;
- b) NTER positions enhance the agility of the university to respond to emerging opportunities;
- c) More accurate assessment and classification of research contributions for the purpose of policy/decision making;

Whereas: A preponderance of peer institutions have formal titles for NTE research faculty, a number of research granting agencies call for persons holding research faculty positions, and a number of fields have formal research faculty titles as an understood position; *and*

Whereas: Results of the Task Force investigation show a significant number of NTER individuals are on campus conducting faculty level research and that research is assigned to them without a consistent governance structure in place to guide these appointments and review their progress. A NTE Research Faculty track would provide the necessary oversight for these positions. In addition, it is felt that a NTE Research Faculty position will benefit the university for recruitment and partner accommodation applications.

BE IT RESOLVED: That the Faculty Senate affirms the imperative of the tenure system by urging that the university maintain its long-term commitment to teaching, research and extension being conducted by tenured and tenure-track faculty.

Further, pursuant to this policy the parameters for the employment of research faculty that are not part of the tenure system shall be as follows:

1. Position Definition: Research Professors are persons holding the rank of Research Assistant Professor, Research Associate Professor, and Research Professor. Research Professors are employees of the university. They are subject to appointment, renewal, advancement, termination, and conduct consistent

with university policies **and procedures,**** and the special conditions outlined herein. All positions shall be non-tenure-eligible renewable term appointments not to exceed five years in any one contract period. **These appointments shall be approved at the department, collegiate and provost levels. Credentials Qualifications, standards and procedures for ranks** shall be the same as**** consistent with tenured and tenure-track faculty with commensurate titles. Each department **and college**** hiring Non-Tenure-Eligible Research (NTER) Faculty shall include provisions defining NTER positions, search and appointment processes, and review renewal and advancement procedures in its governance documents. **Persons holding this title are not members of the General Faculty, may not hold senate positions, nor represent the faculty on collegiate or university committees. Departments will decide departmental rights and responsibilities.***

2. Hiring and appointment: Departments intending to retain NTER faculty shall develop procedures for hiring Research Professors. Tenured and/or tenure-track faculty shall be involved in the search process, review of applications and credentials, final recommendations for hiring, and determination of rank consistent with that department's processes for hiring tenure-track faculty. Similar tenured and tenure-track faculty involvement needs to be followed for candidates holding other types of appointments at ISU seeking to convert to a Research Professor position.

1. Research Professors shall have a departmental home and a PRS. In the case of joint appointments, at least 51% of the appointment shall be in a home department.

2. Persons holding NTER positions shall have a PRS stipulating not less than 90% **time**** commitment **of the appointment**** to research. Up to a maximum of 10% **time**** commitment may be assigned for serving on graduate committees and/or leading research related seminars. **As these are research not teaching appointments, funding for the incidental teaching time-share shall be from external funds.****

3. The total number of *persons* holding NTER faculty appointments, **whether full- or part-time,**** shall not be more than a 20% ratio of the total FTE tenured and tenure-track faculty in a department, nor more than 10% of a similar share for the university as a whole.

4. Persons may not hold simultaneous appointments as P&S and NTER faculty except that persons holding P&S positions at level P-17 and higher may do so, provided that they meet the conditions of both appointments, **and only when governmental stipulations require an appointment as a P&S staff member. Exceptions to the simultaneous appointments must be reviewed and approved by the Provost and the Faculty Senate president and must be reported to the Faculty Senate annually.*****

5. All appointments are non-tenure eligible.

6. Persons denied tenure at Iowa State University are eligible to apply for these positions after three years have elapsed from the date of tenure denial.

7. Persons holding NTER positions are eligible to be named to the graduate faculty in accordance with Graduate College procedures,.

8. Persons holding NTER positions shall not convert to tenure-track or tenured positions. They may apply for an advertised tenure-track position provided the search and appointment processes conform to those for tenure-track faculty.

9. Persons holding P&S positions, Post-Doc positions, and tenured and tenure-track positions shall be eligible for appointment to a Research Professor position provided that their credentials are commensurate for the potential rank. Tenured and tenure-track faculty shall be involved in the appointment process as outlined above..

3. Position funding: Funding for these positions shall be external to the university and are not a part of the university base budget. Funding including direct salary and benefits, **and "start-up" packages*** must be from sources other than tuition and state appropriations, including state appropriations for the Agriculture & Home economics Experiment Station and the Cooperative Extension Service. Exceptions will be allowed when short term funding, up to a maximum of three years, is provided for **salary and benefits only for*** a partner accommodation from centrally managed resources. **Any other resources needed for "start up" must come from external funds.***

1. Positions may be funded from grants, contracts or other sponsored sources, special project-specific appropriations from the federal, state, or local government, the Ames Laboratory, and indirect cost

revenues distributed to departments or research centers/institutes.

2. Indirect costs captured from funded research shall accrue to the Research Professor's home unit(s) in accordance with university policy. Reimbursable travel, conferences and professional development expenses shall be covered by grant funding. A share of generated indirects may be used to defray such expenses consistent with unit procedures and criteria.

4. Review, renewal and termination: Appointments for all ranks of Research Professors shall be for a stipulated time duration not to exceed five years per appointment period. There is no limit to the number of appointment periods or to time in rank except as noted in the following. Appointments are renewable at the discretion of the home department contingent on continuation of external funding (except that federal grant research professors shall be governed by applicable federal policy) and departmental performance review. **The provost shall approve reappointments.**** At any time during the contract period positions may be terminated without cause and/or due to lack of grant funding sufficient to cover salary and benefits through the term of contract (subject to federal guidelines when they apply).

1. Annual performance reviews shall conform to those for tenured and tenure-track faculty.

2. Performance review involving tenured and tenure-track faculty shall be done periodically, at least once every three years.

5. Advancement: A NTER faculty member may be proposed for advancement to the next rank. Departments shall develop procedures for advancing NTER faculty. The standards for each rank shall be ~~commensurate with~~ **the same as**** the definitions for scholarship performance at rank for assistant, associate and professor ranks for tenure-track and tenured faculty. The advancement review process shall include tenured and/or tenure track faculty **and be the same as**** ~~consistent with~~ the review for tenure and promotion of tenure-track and tenured faculty.

6. Compliance and Exemptions: The Faculty Senate shall exercise oversight of compliance with these recommendations and will accept and review applications from the provost for exceptions to appointment limitations in section 2 'Hiring and Appointment', consistent with shared governance. **The provost shall provide an annual report regarding the number of appointments and ratios consistent with preceding paragraphs 2.2 and 2.3 to the faculty senate.****

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* **There were no deletions to the original text of the resolution in the 11/06/07 revision. Refer to companion Background Document for rationale.**

** **These revisions are the results of open forums and are intended to clarify the issues raised at those forums. Refer to companion Background Document for rationale.**