

**NON-TENURE-ELIGIBLE RESEARCH FACULTY RESOLUTION BACKGROUND**  
**Iowa State University Faculty Senate**  
 April 17, 2007

**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, terminal degree(s), 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.

Subsequently, the Senate Executive board charged the FDAR and Governance councils with preparing a resolution embodying the Task Force report recommendations for Senate consideration. For those of you who wish to compare the TF Report recommendations to the proposed resolution, the following provides a guide:

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***ITEMS FROM NTE RESEARCH RESOLUTION CHARGE to FDAR and GOVERNANCE:***

Prepare the following ...:

3) Definition of the position(s) – similar to the other non-tenure-eligible positions in the Handbook; describe potential titles, recognize they are term appointments, renewed at the option of the university, salary funded by external research funding; probably one paragraph in length (See sections 3.3.2 > 3.3.7 in the Handbook) [Paragraph 1]

4) Guidelines for:

- ~ hiring process [Paragraph 2]
- ~ determination of rank [Paragraph 2]
- ~ term of service & termination (see 3.4) [Paragraphs 1 & 4]
- ~ allowable PRS performance areas [Paragraph 2.2]
- ~ performance review [Paragraph 4]
- ~ process or terms for advancement [Paragraph 5]
- ~ limitation on ratio to tenured and tenure-track faculty [Paragraph 2.3]
- ~ process for exemptions from limitations [Paragraph 6]

***FROM THE NTE RESEARCH TF FINAL REPORT DATED 2/27/07:***

The Task Force on Non-Tenure Eligible Research Faculty recommends the implementation of a non-tenure eligible research faculty track and the development of a policy to guide conditions of appointment and review of non-tenure eligible faculty engaged in research. Policy shall follow and include these recommendations: [Paragraph “Be It Resolved”]

**Recommendations for policy development:**

**Governance**

- All NTER faculty will have a departmental home. [Paragraph 2.1]
- Departments must have policies in their governance documents regarding the appointment and review of NTER faculty. [Paragraphs 2 & 4]
- Departments will decide the departmental rights and responsibilities of these individuals.

**Appointment Policies and Procedures**

- Funding for all positions must be external or the result of special project-specific

appropriations from the federal, state, or local government. This restriction will limit the number of individuals who are eligible for these appointments. [Paragraph 3]

- Applicants' credentials must be consistent with those for comparable tenure-track faculty appointments. [Paragraph 1]
- The majority of the task force recommends these titles: Research Asst. Prof; Research Assoc Prof; Research Prof; however, a minority of the task force disagreed with use of the title professor. [Paragraph 1]
- NTE Research faculty may hold joint appointments with one department declared as the academic home. [Paragraph 2]
- Appointment procedures will be determined by the department/center/institute with faculty involvement required on appointment decisions. [Paragraph 2]
- Appointment approvals will be made consistent with the approval procedure for tenure-track faculty. [Paragraph 2]
- Persons may not hold simultaneous appointments as P&S and NTER faculty. [*This item has received extended review and discussion. Multiple drafts of the resolution included that statement verbatim. The final proposed language in paragraph 2.4 differs from this recommendation and that of the joint FDAR and Governance council guidance. During the review of various drafts, conflicts were identified between this proposed either/or status and various federal hiring/appointment/review necessities. In order to accommodate those necessities, it is proposed that P-17 and above researchers in the P&S ranks (persons who may serve as PI's) may hold both appointments. This is a permissive 'may', not a 'right'; and all of the conditions for a faculty appointment need to be met. Paragraph 2.4]*]
- All appointments are non-tenure eligible. [Paragraphs 1 & 2]
- Persons denied tenure at Iowa State University are not eligible for these positions. [Paragraph 2.5. *This also received considerable discussion. It was decided to modify this concept – the councils and EB felt that 'banishment for life' was too strong a limitation and that after a period of time, applying for one of these positions may be permissible.*]

### **Renewal**

- Term limits: five year renewable term [Paragraphs 1 & 4]
- Renewal contingent on continuation of external funding and departmental performance review [Paragraphs 1 & 4]
- Any bridge funding from the university will be limited to six months and must be approved by the department, the college, and the provost. Such bridge funding would only be available after five years of continuous external funding. [*Bridge funding is not provided for in the resolution draft; federal guideline A-21 requires institutions to have a one-year salary contingency to cover a researcher between grants or until grant funds flow.*]

### **Evaluation and Review**

- A PRS is required of all NTER individuals. [Paragraph 2.2]
- Procedures for review and advancement of these individuals will be in accordance with procedures for tenure track faculty. [Paragraph 4]