

RESEARCH FACULTY PROMOTION GUIDELINES

Definition: Research Faculty are those who have research as their principal assignment.

Research Faculty are typically supported by a variety of mechanisms (internal and external sources). However, nearly all salary support (at least 80%) is derived from grant and contract funds obtained by the research faculty member, and it is expected that the position is contingent on the continued availability of continued grant funding for the position. Research Faculty are not eligible for tenure.

If a research faculty member takes part in instructional teaching while holding a research faculty appointment, it is expected that the home department for which the research faculty member will establish a fractional appointment for teaching. If a research faculty member accepts a fractional instructional teaching appointment, the appointing department for his/her research appointment must arrange to reduce the percentage of the faculty member's research appointment to the appropriate fractional level, with a corresponding reduction in his/her compensation from the grant or contract. A faculty member on a 100% research appointment may agree to teach not more than two three-credit courses with overload compensation.

Annual Reviews for Research Faculty: Annual written reviews are prepared by the department chairperson or supervisor. Any salary increase must be supported by the grant/contract supporting the position.

Promotion of Research Faculty: Promotion procedures for research faculty are covered by the TRCL (Teaching, Research, Clinical, Library) promotion guidelines in the university's tenure and promotion manual. Units are expected to have criteria for these promotions approved by faculty, Dean, and Provost.