**Executive Committee**

**1st Reading: Resolution on the establishment of Research Faculty**

*Whereas, Ohio University has an administrative category for Researchers but no designation of Research Faculty.*

*Whereas, Ohio University could benefit from a designation of Research Faculty.*

*Whereas, other universities have tracks specifically designated as non-tenure track research faculty,*

*Whereas, a mechanism for promotion within the research track is necessary to attract and retain non-tenure track, high quality research faculty and could be beneficial to students;*

*Be it resolved that the classification of Assistant Professor, Associate Professor, and Professor of Research be added to the Faculty Handbook and that the language attached be added to the Faculty Handbook Section II.C.3.*

### d. Research Faculty (non-tenure track)

### Faculty members whose primary role is to engage in research, scholarship, or creative activity (RSCA) funded through external sources. The function of research faculty is to dedicate their full professional commitment to research/ scholarship/ creative activity (and associated educational activities, e.g. serving as co-chair or as a member on graduate committees) in their academic unit under the terms of the external grant or contract which provides their support. The salary, fringe benefits and indirect costs for these positions shall be paid from a grant, contract, or other external source. Accordingly, those accepting research faculty appointments shall be considered to have due notice that the University has no obligation to retain them beyond the expiration of their funding.

i. The workload for each Research Faculty member (i.e. percentage distribution of RSCA, between 80-100%, and service responsibilities, between 20- 0%) is negotiated at the time of hire, with the department chair in collaboration with the director of the center or institute if so associated. The letter of offer will contain the specific workload percentages for RSCA and service as negotiated for the individual and appropriate to the funding agency. Workload percentages may be subsequently renegotiated on an annual basis, but all workload percentages must be contained in the faculty member’s letter of reappointment.

ii. Salaries will be negotiated at the time of hire at the departmental or regional campus level, taking into account factors such as qualifications, years of experience, rank and salaries of existing Research faculty with similar workload assignments in the given department or on the given regional campus. One base for negotiations will be an annual schedule of minimum per-course rates of compensation and guidelines provided by the Provost. Salary increments for Research Faculty shall be negotiated in accordance with University policies and shall take into account rank, performance and length of service.

iii. Normally, the contracts for Research Faculty will be 12 months. Contracts will be renewable annually for the term of funding.

iv. Research Faculty are categorized into three ranks. The initial rank is Assistant Professor of Research, the intermediate rank is Associate Professor of Research, and the highest rank is Professor of Research. Research faculty will normally be hired at the rank of Assistant Research Professor depending on qualifications and departmental norms. The rank should be given to those whose RSCA duties are 80% or greater and have the appropriate degree or equivalent professional experience, as evaluated by the academic unit, and demonstrated potential for effective RSCA.

v. Research Faculty must be evaluated annually by the chair according to departmental guidelines and in accordance with [Section II.E.1](#Section_II_E_1) of the Faculty Handbook. A comprehensive review should be performed in the last year of a multi-year contract or upon application for promotion. A written evaluation of the faculty member will be forwarded to them by February 15 on an annual basis by their director or chair. The director, chair or division coordinator shall employ a departmental committee or committees in the evaluation process, which shall conform to the department’s written procedures and demonstrate peer review as a part of the merit process.

vi. Research Faculty may be promoted (without tenure). Minimum criteria for consideration for promotion are outlined in [II.C.3.d.vi.a-c](#II_C_3_b_vi_a_c); these are minimum criteria for consideration for promotion. Departments and schools may establish more stringent criteria for promotion.

a. An individual is expected to spend a minimum of five years in the rank of Assistant Research Professor before being considered for promotion to Associate Research Professor and have qualifications of the previous title, as appropriate for their teaching/service distribution.

b. An individual is expected to spend a minimum of five years in the rank of an Associate Professor of Research before being considered for promotion to Professor of Research and have qualifications of the previous title, as appropriate to their teaching/service distribution.

c. If departments, schools, and colleges adopt more stringent criteria for promotion than those outlined above (a-c), such criteria should emerge from a faculty committee. That committee should have Tenure track and Research faculty with all campuses within the department represented and should be in consultation with a chair or dean. Any revised or new criteria that are proposed that committee must be approved by a majority of Tenure track and a majority of Research faculty voting separately who shall vote up or down. (Criteria approved and announced prior to July 2015 shall not be subject to a new vote.) In the event of an impasse between the department, school, or the college faculty and the dean regarding promotion criteria changes, the standing Committee on Promotion and Tenure of the Faculty Senate shall act as arbiter. Following promotion criteria revision, units are encouraged to provide a grace period in which faculty already employed at Ohio University may elect to be considered under the earlier criteria as outlined in [Appendix IX.F](#Appendix_IX_F).

d. The criteria used to make decisions on promotion and tenure must originate in the department or school in consultation with the dean. Faculty should revise these criteria periodically (at least every five years) in consultation with the dean of the college. These criteria and any changes made to them must be approved by a majority Tenure-track faculty of the department or school. In the event of an impasse between the department or school and the dean, the standing committee on Promotion and Tenure of the Faculty Senate shall act as an arbiter. If a college has written promotion and tenure criteria, these criteria and any changes made to them should originate in meetings of faculty, as a whole or by committee in consultation with the dean. The criteria and any changes made to them must be approved by the Tenure-track faculty in the college. In the event of an impasse between the college faculty and the dean, the standing committee on Promotion and Tenure of the Faculty Senate shall act as an arbiter.

i. In the event that promotion is denied, a faculty member has a right to appeal. The appeal process is outlined in [Section II.F](#section_II_F) of the *Faculty Handbook*.

ii. Research Faculty may negotiate a shift from a full-time to a part-time appointment, or from a part-time to a full-time appointment without loss of rank.

iii. Part-time Research faculty who are on nine-month contracts shall be eligible for retirement according to the State Teachers Retirement System (or in some circumstances the Alternative Retirement Plan—see [Section III.L](#Section_III_L)), Group Life Insurance, Major Medical Insurance, Dental Insurance, Travel Accident Insurance, membership in the Ohio University Employee Credit Union, Tax-Deferred Annuities, Twelve-Month Pay Option (if on less than 12 month contract), and parking privileges. Research Faculty who have an FTE of 0.67 or greater on an academic year basis shall be considered full-time for the purpose of being eligible to participate in alternative retirement plans.

e. Research faculty (with an FTE of 0.80 or above) have the right to stand for election and to vote to elect up to ?? senators from Research faculty to serve on Faculty Senate.

f. Research faculty are encouraged to participate in activities to promote professional development directly related to their responsibilities. Departments should support professional development activities directly related to a faculty member’s responsibilities. Research faculty are eligible for program grants, development awards and funds (with the exception of Faculty Fellowship leaves, Presidential Research Scholar Awards, Distinguished Professor).