

**Motion to Initiate Creation of the Titles**  
***Research Scientist and Principal Research Scientist***  
**in the College of Engineering**

(Approved 30 April)

**Whereas** the availability of non-tenure-track research positions for accomplished individuals will allow the College to better carry out highly specialized research, make the College more competitive in hiring and allow current researchers to compete more effectively for external funds,

and acknowledging that the Faculty Senate ad hoc Committee on the Status of Non-tenure-track Faculty may also address this issue, and thereby require a reconciliation of motions,

**Therefore, be it resolved that** the Faculty of the College of Engineering recommend to the University Faculty and Trustees the creation of the new titles of *Research Scientist*, and of *Principal Research Scientist*, partially defined by the following requirements, responsibilities, and processes.

**Definition of the Titles**

**Qualifications:**

(a) A *Research Scientist* is an individual holding a Ph.D. (or the equivalent terminal degree in their discipline) who has a stature, quality of research accomplishment, and evidence of promise that satisfies the research expectations and requirements for the position of Associate Professor.

(b) A *Principal Research Scientist* is an individual holding a Ph.D. (or the equivalent terminal degree in their discipline) who has a stature, quality of research accomplishment, and evidence of promise that satisfies the research expectations and requirements for the position of Full Professor.

**Nature of the Position:**

(a) The position of Research Scientist or Principal Research Scientist is a prestigious non-tenure track appointment, made by an appointing department for a defined period of time and made to enhance and increase departmental research activities.

(b) This appointment can be renewed subject to processes outlined below.

(c) These positions are usually supported through external soft-money resources, typically secured through the efforts of the appointee and collaborators.

(d) This appointment can be terminated subject to processes outlined below.

(e) While cooperation with members of the tenured and tenure-track faculty is desirable, independence in the pursuit of research is expected as is the case for the corresponding faculty ranks of Associate and Full Professor.

**Research Responsibilities:**

(a) The primary role of a Research Scientist or Principal Research Scientist is to engage in research of a high quality supported by their own, or by collaborative, efforts and to be available to direct the research of graduate students as approved by the appropriate graduate field faculty.

(b) The appointee may be responsible for initiation of new research activities, creation and management of research laboratories, proposal writing, and representing their research group externally.

**Teaching Responsibilities:**

The individual holding a title of Research Scientist or Principal Research Scientist is not a full-service faculty member and is, therefore, not expected to teach courses for credit. In the event that some teaching of courses for credit is desired by the individual and requested by the appointing department, this teaching must be consistent with the requirements of their sources of external funds and in no cases should such an individual teach for an extended consecutive period.

**Voting Rights:**

Research Scientists and Principal Research Scientists are not members of the University Faculty.

They are nonvoting members of the College of Engineering, although they may be granted defined voting rights upon the approval of the voting faculty of the College.

They are nonvoting members of their appointing department, although they may be granted defined voting rights upon the approval of the tenured faculty of that department. Such voting rights should not extend to participation in tenure and promotion decisions affecting tenure-track and tenured faculty.

**Processes Governing such Appointments****Limitation as to Number:**

The number of such appointments is limited by prudent assessments of departmental fiscal, laboratory, space, and services capacities. Such assessments are the responsibilities of departments hosting such appointments and of the Dean of the College.

In no event shall the number of such appointments exceed 20% of the number of tenured and tenure-track faculty in the appointing department.

**Limitation as to Teaching and Internal Funding:**

Approval by the Dean on a semester-by-semester basis will be required when a Research Scientist or Principal Research Scientist teaches for credit or is funded substantially

through internal funds. Such actions will not be approved for periods exceeding three consecutive semesters.

### **Initial Appointment:**

(a) A term of no more than five years, for an initial appointment as a Research Scientist or a Principal Research Scientist, may be set by the appointing department in accordance with a process to be determined by the tenured faculty of that department.

(b) The appointing department shall enumerate the responsibilities and expectations of the position.

(c) Written policies governing criteria for evaluation of such an appointment will be drafted by the Engineering Policy Committee for approval by the College Faculty. Such policies will use as a starting point the current College research evaluation processes for promotion to Associate and to Full Professor.

(d) The appointment policies to be adopted by the College Faculty will set a high standard. External letters of recommendation will be solicited and a vote of the tenured departmental faculty, at the appropriate levels of Associate and Full Professor for Research Scientist, and Full Professor for Principal Research Scientist, will be recorded and forwarded to the Dean for the Dean's final decision.

### **Reappointment:**

(a) Reappointment to the same position will be at the discretion of the individual appointing departments and the Dean.

(b) In no event can a term of reappointment exceed five years.

(c) Reappointment is neither an obligation of the appointing department or the College. Reappointment may be denied for such reasons as inadequate performance, diminished interest in the appointee's research area, unreliable funding prospects, or resource constraints.

### **Early Termination of Appointment:**

Subject to transition agreements reached with the individual, such appointments can be terminated prior to the end of a term whenever appropriate levels of support become unavailable, or for cause.

### **Promotion:**

Promotion is possible from Research Associate or Senior Research Associate to Research Scientist, and from Research Scientist to Principal Research Scientist. Promotion to a new title should conform to the criteria and processes for initial appointment to that title.