

# Policy on Research-Track Faculty Position in the College of Engineering

## 1. Introduction

Consistent with the College of Engineering's (CoE) research mission, a non-tenured research-track faculty may be appointed and promoted according to the policies described in this document. It is expected that these faculty members will enhance the College's research productivity and will be an integral part of the CoE community.

Research-track faculty contribute primarily to the research mission of the University and may hold a rank of an assistant professor, associate professor, or professor. Research-track faculty are not eligible for tenure. They can qualify for awards and can compete for internal research grants and bridge funding in the same manner as tenured/tenure track or instructional faculty or research scientists who are professional and scientific staff.

Future changes to the policy herein must obtain both the approval of a majority of the tenured/tenure track and Instructional-track faculty within CoE and the approval of a majority of the research-track faculty within the college by a vote supervised by the Associate Provost for Faculty. Any proposal to adopt or to change this policy must be approved by the University of Iowa Faculty Senate, the Executive Vice President and Provost, and the President. All changes must be wholly consistent with University of Iowa policy stated in <https://opsmanual.uiowa.edu/human-resources/faculty/research-track-policy>. All references to instructional-track faculty in this document includes those holding instructional-track and practice-track appointments.

## 2. Roles

Research-track faculty will devote almost all of their time on performing externally supported research and are expected to submit or assist in the submission of research grant applications. Their promotions will require approval from the board of regents.

Teaching is an essential function of all faculty, but in the case of the research-track faculty it would occur predominantly in the form of service on doctoral committees (including serving as a co-chair with a tenure-track faculty member) with the approval of the Graduate College. They cannot serve as chairs of dissertation committees. Research-track faculty cannot be assigned to teach courses, but they could provide auxiliary lectures on areas of knowledge relevant to their research or to engage in other teaching as may be required by the terms of their research grant or contract. Research-track faculty cannot be assigned to perform administrative functions with little or no research obligations as that assignment would be inconsistent with this policy.

They will serve on the Departmental Consulting Group (DCG) of research track faculty appointments, for the promotion of research track faculty at a lower rank and for appointment of Department Executive Officer (DEO) of the department where they hold the primary appointment. They cannot participate in any personnel decisions relating to the appointment, reappointment, promotion, and peer review of tenured/tenure-track or instructional track faculty. They will participate in the governance of a center in the same manner as research engineers or scientists who are professional and scientific staff in the center they are affiliated with.

They are eligible for awards and can compete for internal research grants like P&S staff, research engineers, instructional and tenured/tenure-track faculty.

No more than 10 percent of the senators from CoE or one senator, whichever is greater, may be research-track faculty from CoE. Research-track faculty may be appointed to any committees of the Senate or to University charter committees as a faculty representative. Research track faculty may be elected to the Engineering Faculty Council (EFC) and be appointed to Collegiate or Departmental Committees.

All promotions must be approved by the Provost and the Board of Regents.

### **3. Funding**

Funding for research-track faculty, including all start-up costs, shall be covered exclusively from grants, contracts, and private donations, and not from general education funds. They can compete with other faculty members for bridge funding. At the College or Department's discretion, F&A returns may be used to fund their service activity not covered by other funding sources.

### **4. Appointment**

Research track faculty will be recruited by and appointed in a department in CoE and not in a center or institute, though like other faculty they may apply to be a member of such a unit. The Departmental Consulting Group, referred hereafter as DCG, of such appointments shall be all tenure-track, tenured and research-track faculty in the department. The limit on the number of research track faculty in the college shall be the larger of eight or ten percent of all tenured and tenure-track faculty (computed in FTEs) in CoE.

Research-track faculty are sought and appointed through the recruitment process used to appoint tenure-track faculty, as described in the document CRITERIA AND PROCEDURES FOR FACULTY APPOINTMENTS, EVALUATIONS, AND PROMOTIONS.

When a research-track faculty position is to be filled, the DEO shall appoint and designate the chair of a Search Committee consisting of at least three faculty members holding primary tenured, tenure-track or research track appointments in the department. If advantageous, a faculty member holding a secondary appointment in the department, or external to the department, may be added to the committee. The entire departmental tenure-track, tenured and research-track faculty may be designated as the Search Committee. The DEO shall appoint to the Search Committee a Search Advocate with voting privileges who is a tenured faculty member with a primary appointment in the College of Engineering, outside the hiring department. The search committee's role is as described in Section IVC 3. of the document CRITERIA AND PROCEDURES FOR FACULTY APPOINTMENTS, EVALUATIONS, AND PROMOTIONS and includes the placement of advertisements in appropriate places described there. All procedures in Sections IVC 4-7 are to be followed.

Initial appointments for research-track faculty are one to three years in duration and cannot exceed the duration of funding needed to fund the position. To assure adherence to standard procedures, a full central administration review of the departmental-collegiate recommendation is necessary.

Research-track faculty members may apply for open positions in the tenure track, but they may be appointed to the tenure track only one time during their career at The University of Iowa.

## **5. Qualifications of Specific Ranks**

All titles of research-track faculty shall contain the term "research" as a modifier. The ranks of research-track faculty shall be assigned as defined below,

### **(1) Research Assistant Professor.**

- (a) Earned Doctorate in Engineering or a related field.
- (b) Evidence of productive scholarship.
- (c) Evidence of ability to fulfill relevant responsibilities in the research enterprise.

### **(2) Research Associate Professor.**

- (a) Earned Doctorate in Engineering or a related field.
- (b) Record of productive scholarship in peer-reviewed journals, and conference proceedings.
- (c) Evidence of extramural research funding and sustained salary support from extramural grants and/or contracts on which the faculty member is listed as key personnel.
- (d) Fulfillment of important responsibilities in the research enterprise.
- (e) Clear evidence of recognition by peers.

(3) Research Professor.

- (a) Earned Doctorate in Engineering or a related field.
- (b) Established record of productive scholarship in peer-reviewed journals and conference proceedings.
- (c) Established record of sustained research funding with substantial salary support from extramural grants and/or contracts on which the faculty member is listed as key personnel.
- (d) Sustained fulfillment of important responsibilities to the research enterprise.
- (e) Clear evidence of national and international recognition by peers.

## **6. Evaluation and Promotion**

Research-track faculty will be reviewed annually by the DEO and once every three years or at the time of reappointment or promotion by the DCG described below.

Reappointments are to be made only if the research faculty member has a demonstrated record of successfully obtaining external support to fund the research-track faculty member's research and after a full-scale review by the DCG, DEO, Dean and the Provost.

All evaluations of research-track faculty performance will be based on documented evidence of faculty contributions in the areas of research and service, using the College of Engineering Faculty Activity Summary (FAS) or an acceptable curriculum vitae. Contributions in research will be the major factors in determining the outcome of each evaluation; service, although important, will not carry the same weight.

All reviews for promotion must conform to the procedures set out in the document, [https://provost.uiowa.edu/sites/provost.uiowa.edu/files/2021-02/prom\\_proc\\_RT.pdf](https://provost.uiowa.edu/sites/provost.uiowa.edu/files/2021-02/prom_proc_RT.pdf), with the proviso that the Collegiate Consulting Group mentioned in that document will be called Dean's Advisory Promotion and Tenure Committee in the CoE. The role and the procedures surrounding the appointment and actions of the Dean's Advisory Promotion and Tenure Committee will conform to the provisions set out in Section IV G of the document CRITERIA AND PROCEDURES FOR FACULTY APPOINTMENTS, EVALUATIONS, AND PROMOTIONS, with the proviso that for research-track this committee may include research-track faculty holding the rank of Professor.

The review should be consistent with Sections IV E-I of the document CRITERIA AND PROCEDURES FOR FACULTY APPOINTMENTS, EVALUATIONS, AND PROMOTIONS, except that the DCG will be as described at the end of this section and should be confined to research and service and teaching if applicable. It should consider the research-track faculty member's effectiveness in fulfilling the research mission and the ability of the research-track faculty member to obtain and sustain extramural salary support. It also should include the likely role of the research-track faculty member in achieving departmental and collegiate goals. Reviews for promotion shall include a statement on whether the criteria for appointments at that rank are met. To assure adherence to standard procedures, a full central administration review of

the departmental-collegiate recommendation is necessary. All promotions must be approved by the Provost.

After approval of the departmental-collegiate review, research-track faculty will receive terms of appointment consistent with established procedures for non-tenure-track University employees; however, appointments cannot be for a period longer than the duration of the external support. The “Departmental Consulting Group” (DCG) for promotion consists of all tenured, tenure track, and research track faculty members at or above the rank being sought by the candidate, excluding the collegiate Dean and Provost, DEO, and any faculty member with a disqualifying conflict of interest. If there are fewer than four eligible faculty members and/or if there are no eligible research track faculty members in the department to serve as the DCG, the Dean, in consultation with the eligible faculty members, will identify additional faculty members outside the department so that the DCG consists of a minimum of four faculty members and has research track faculty representation.

## **7. Termination**

Research-track faculty can be terminated during the term of the appointment due to end of funding with a three months’ notice, or if they fail to meet the standards of research competence and performance for tenure-track faculty listed in the document CRITERIA AND PROCEDURES FOR FACULTY APPOINTMENTS, EVALUATIONS, AND PROMOTIONS. Written notice of non-renewal of appointment for reasons other than end of funding or the intention not to renew an appointment shall be given according to the following standards:

- i. During an initial appointment on the research track, at least three months in advance of the last day of employment.
- ii. During a second or subsequent appointment on the research track, at least six months in advance of the last day of employment.

Non-renewal and termination will be subject to the provisions of [III-29](#) Faculty Dispute Procedures.