

Research Track Appointments - Definition

The College aspires to appoint and promote faculty in the research track who are committed to the achievement of excellence in research.

Research-track faculty members hold positions through which they contribute primarily to the research mission of the University and hold faculty rank at assistant professor, associate professor, or professor. Research-track faculty are not eligible for tenure. No more than 10% of the total salaried tenure or tenure track College faculty may hold such appointments. The titles of these faculty members shall contain the modifier "research," preceding the rank [e.g. Research Professor] in their professional correspondence

Research-track faculty members cannot vote on the hiring of tenure/tenure-track or clinical-track faculty, nor can they vote on the promotion or tenure decisions of that faculty. They will, however, be eligible to participate in the appointment, reappointment, promotion and peer review of other research track faculty. They may compete for internal funding opportunities as defined by collegiate and University guidelines. They may participate on research related committees and may serve on oversight committees for research core facilities. They will not be eligible to vote on collegiate policies except for those directly related to the research track (for example written standards for competence and performance for the research track faculty members).

Research-track faculty will devote almost all of their time to performing externally supported research and are expected to submit or assist in the submission of research grants. Teaching is an essential function of all faculty members, but in the case of the research-track faculty it would occur predominantly in the form of teaching in the laboratory setting or service on doctoral committees with the approval of the Graduate College. Research-track faculty cannot be primary mentors of doctoral students because this is the role of the tenure/tenure-track faculty. Research-track faculty cannot be assigned to teach courses, but they could be assigned, as needed, to 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. Research-track faculty members may apply for open positions in the tenure track, but they may only be appointed to the tenure track one time during their career at The University of Iowa.

Research-track faculty are sought and appointed through recruitment processes used to appoint tenure-track faculty. They are persons who have faculty appointments and who make their primary contributions through research.

Initial appointments for research-track faculty are one to three years in duration. After three years or prior to that if a promotion is contemplated, a full-scale, departmental-collegiate review will be made. This review should take into account 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 should also include an evaluation of the departmental and collegiate research goals and the likely role of the research-track faculty member in the future in achieving those goals.

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 current external support for that faculty member. New letters of offer will be required at the time of reappointment.

Research-track faculty will be reviewed on a schedule commensurate with their appointments, according to written standards of competence and performance defined by their college and departments. Re-appointments are only to be made if the research faculty member has a demonstrated record of successfully obtaining external support to fund the research-track faculty member's research.

Qualifications for Specific Ranks – Research Track

Research Assistant Professor

- (a) He or she must hold the doctorate or its equivalent
- (b) He or she must show evidence of productive scholarship
- (c) He or she must show evidence of ability to fulfill relevant responsibilities in the research enterprise

Research Associate Professor

- (a) He or she must hold the doctorate or the equivalent.
- (b) He or she must show evidence of establishing a record of productive scholarship that can be supported by sustained extramural research funding and salary support

- (c) He or she must show evidence of fulfillment of important responsibilities in the research enterprise.

Research Professor

- (a) He or she must hold the doctorate or the equivalent.
- (b) He or she must have a record of research excellence, including a record of continued sustained research funding and scholarly productivity
- (c) He or she must show unmistakable evidence of national or international recognition by peers.
- (d) The rank of Professor will not be considered to be a reward for long and acceptable service.

APPENDIX II

Operational Definition of Scholarship

Scholarship requires the use of innovative ideas in the pursuit of knowledge. The quality of such an activity is best determined by critical review by one's peers and, to have an impact, the information must be disseminated. This is best accomplished by publication in appropriate journals, monographs, or books, and by presenting scientific papers and exhibits at scholarly meetings. Such activities provide the most compelling evidence of scholarship.

The following are methods by which scholarship is demonstrated (Relative importance is not necessarily indicated by item number).

1. Publication of articles in professional journals. Greater importance will be attributed to publications in journals that require a critical review, but all publications will be evaluated.
2. Publication of books, monographs, manuals, on paper or in electronic media. Material in these formats should advance the field in order to be considered scholarship; materials produced primarily for student teaching should be listed under teaching.
3. Invited or submitted presentations of original scientific data at major national or international meetings, or at major institutions or research organizations.
4. Demonstration of a sustained, externally funded, independent research program.
5. Leadership and/or organization of clinical trials.

Academic creativity (scholarship) may also manifest itself in teaching and professional activities (see Appendix I and IV), and for these activities to be considered evidence of scholarly activity, they must be innovative and/or published or presented.