

CRITERIA FOR RESEARCH RANKS IN BIOLOGY

1. Statement on the value and function of the research ranks

The establishment of the research rank faculty has been and continues to be beneficial both to the University and the Department of Biology. The existence of research faculty appointments has facilitated the recruitment and retention of two-career couples in Bloomington, and has served to considerably enrich both the research environment and the national reputation of the department. Research scientists attend national and international meetings, publish papers, receive grants (which generate overhead), and participate in the training of graduate students. Because the research faculty are supported entirely on grant funds, the department derives the benefit of their presence with very little or no extra burden on departmental funds.

2. Criteria for appointment to the research faculty

The research ranks were established by the College of Arts and Sciences as faculty level appointments for senior professional members of the university community primarily involved in doing research and deriving salary and research support from grant funds. Appointment to the research faculty requires review of the candidate's curriculum vitae and research credentials by the campus research ranks committee under the direction of the Vice Provost for Faculty and Academic Affairs. For appointment to the research faculty of science departments, the primary criteria are demonstration of excellence of research and independence as a scientist, including potential and/or past significant contribution to the scientific literature, and establishment of a national reputation. The qualifications for each research rank (Assistant Scientist, Associate Scientist, and Senior Scientist) are roughly equivalent to those for the comparable tenure-track faculty rank (Assistant Professor, Associate Professor, and Professor), but appointments are judged entirely on research contribution, instead of research, teaching, and service.

As stated in the criteria for the research ranks established by The Office of Vice Provost for Faculty and Academic Affairs: "Holders of a research rank may be engaged in individual, independent research or creative endeavor, or they may be making specialized contributions as part of a team effort." In the latter case, the guidelines stipulate that the contribution to the team effort must be such that the member of the research ranks is in the position to "make original contributions that have impact on a discipline." The realities of space, equipment, and lack of startup funds for the research rank positions dictate that in most cases, research scientists will be associated with the laboratory of another member of this department.

3. Appointment to the biology research faculty

Nominations to the research ranks to be forwarded to Office of the Vice Provost for Faculty and Academic Affairs will be reviewed and approved by the departmental promotions committee. In addition to the outside letters that

will be solicited by the Department (Administrative Assistant to the Chair), the candidates will be asked to give a departmental seminar (comparable to the job seminar given by candidates for regular tenure-track faculty positions). Subsequently, the appointment will be considered at a meeting of the the most closely allied faculty section (i.e. Microbiology, MCDB, or EEB), after which the complete dossier will be available for review and voting by all tenure-track faculty and current members of the research rank faculty allied with that section.

As specified by Vice Provost for Faculty and Academic Affairs, the appointment dossier must include, but is not limited to, the following:

- 1) Table of contents
- 2) Unit's description of position
- 3) Complete curriculum vitae
- 4) Candidate's statement
- 5) Personnel committee statement (with votes)
- 6) Chair's statement (with vote)
- 7) Examples of original research/creative activity (articles, chapters, reviews, etc.)
- 8) Documentation of the quality of work

Nominations of candidates accepted by a majority vote of the appropriate faculty section will be sent to the campus research ranks committee for review; a record of the seminar and subsequent favorable faculty vote will be part of the dossier submitted in favor of the candidate. The record of the faculty vote will be included in the dossier. Documentation of the quality of the work will include the external letters and any additional internal or external letters obtained.

Subsequent to their appointment, research rank faculty will maintain a departmental curriculum vitae for use by the promotions committee.

4. Promotions within the research ranks

Since the research ranks are equivalent to regular faculty ranks, promotions for research rank faculty should come at similar times in the career of the research scientist. The present procedure for promotions requires review by the college research rank committee and includes solicitation of outside letters concerning the candidate's research accomplishments. Again, the criteria for promotion are similar to those for advancement in regular faculty ranks, except that the decision is based on research rather than research, teaching, and service.

The promotion process will follow a procedure similar to that for the initial appointment. Promotion will not be automatic. A research faculty member may request consideration for promotion by the departmental promotion

committee. The departmental promotion committee will review the candidate's credentials. If the application for promotion is approved, the complete dossier required by the campus research ranks committee will be prepared and sent to the college for review. This procedure is similar to that for regular tenure-track promotion.

5. Review of research faculty appointments

Research faculty are subject to reappointment by the university every year; their appointment is contingent upon the continuation of grant funds to support their salary and research. In addition, both research faculty and tenure-track faculty are reviewed when they are considered for promotion. Thus any additional mechanism for periodic review of the research rank faculty appears to be unnecessary.

6. Status of research faculty

Research rank faculty will continue to be regarded as important and valued members of the biology community. Specific areas of participation by research faculty in departmental activities will be as follows:

Participation in faculty meetings

Research rank faculty are welcome to attend section faculty meetings and department-wide faculty meetings and may express their opinions on all issues relating to the intellectual life of the Department. In general, however, only tenure-track faculty are eligible to vote on departmental issues. At the Chair's discretion, research rank faculty may be asked to vote on policies that specifically affect research rank faculty.

Service on committees

Research rank faculty may be asked to serve on relevant departmental and university committees, although since they receive no salary from the university, they cannot be required to do so.

Graduate education

Research rank faculty can serve as thesis advisors for graduate students, serve on dissertation committees, and may request appointment to the graduate faculty. For appointment to the graduate faculty, they have to follow the same procedures as regular tenure-track faculty. It is also appropriate that research faculty may participate in graduate teaching if they wish, although since they receive no salary from the university, they cannot be required to do so. Research rank faculty involved in supervision of graduate students and/or in graduate teaching should also become members of the appropriate graduate program(s).

7. Space allocation for research faculty

The space limitations of the department are such that the department cannot guarantee allocation of separate space to members of the research faculty.

Thus most research rank faculty must remain associated with another laboratory. It is imperative, however, that the commitment of the department to accommodate their research be considered as real and binding. In sponsoring the grants that support the research and salaries of the research faculty, the biology department explicitly guarantees to the granting agency that space and facilities will be available with which to carry out the research. Thus if the association of a research faculty member with his or her original home laboratory must for some reason come to an end, the department must be responsible for helping to establish a new arrangement under which the research faculty member can satisfactorily carry out his or her research for the duration of the term of the grant.

8. Status of the current members of the research ranks

No re-review of any current research rank positions is necessitated by this revised statement of the Biology criteria for appointment and promotion in the Research Rank faculty.