

3.3.3 Non-Tenure-Eligible Research (NTER) Appointments

Funding for these positions shall be external to the university and are not a part of the university base budget. (See Section 4.1.3)

Approved by the Faculty Senate on February 12, 2008, and by the president and provost on February 15, 2008.

3.3.3.1 Appointment Policies for Non-Tenure-Eligible Research Appointments

Research professors are persons holding the rank of research assistant professor, research associate professor, and research professor. Research professors are employees of the university. They are subject to appointment, renewal, advancement, termination, and conduct consistent with university policies and procedures, and the special conditions outlined herein. All positions shall be non-tenure-eligible renewable term appointments not to exceed five years in any one contract period. These appointments shall be approved at the department, collegiate and provost levels. Qualifications, standards and procedures for ranks shall be the same as for tenured and tenure-eligible faculty with commensurate titles. Each department and college hiring NTER faculty shall include provisions defining NTER positions, search and appointment processes, and review, renewal and advancement procedures in its governance documents. Persons holding this title are not members of the General Faculty, may not hold senate positions, nor represent the faculty on collegiate or university committees. Departments will decide departmental rights and responsibilities.

3.3.3.2 Appointment Procedures for Non-Tenure-Eligible Research Appointments

Departments intending to retain NTER faculty shall develop procedures for hiring research professors. Tenured and/or tenure-eligible faculty shall be involved in the search process, review of applications and credentials, final recommendations for hiring, and determination of rank consistent with that department's processes for hiring tenure-eligible faculty. Similar tenured and tenure-eligible faculty involvement needs to be followed for candidates holding other types of appointments at ISU seeking to convert to a research professor position.

1. Research professors shall have a departmental home and a PRS. In the case of joint appointments, at least 51 percent of the appointment shall be in the home department.
2. Persons holding NTER positions shall have a PRS stipulating not less than 90 percent time commitment of the appointment to research. Up to a maximum of 10 percent time commitment may be assigned for serving on graduate committees and/or leading research related seminars. As these are research (not teaching) appointments, funding for the incidental teaching time-share shall be from external funds.
3. The total number of persons holding NTER faculty appointments, whether full- or part-time, shall

not be more than a 20 percent ratio of the total FTE tenured and tenure-eligible faculty in a department, nor more than 10 percent of a similar share for the university as a whole.

4. Persons may not hold simultaneous appointments as P&S and NTER faculty except that persons holding P&S positions at level P-17 and higher may do so, provided they meet the conditions of both appointments, and only when governmental stipulations require an appointment as a P&S staff member. Exceptions to the simultaneous appointments must be reviewed and approved by the provost and the Faculty Senate president and must be reported annually to the Faculty Senate.
5. All appointments are non-tenure-eligible.
6. Persons denied tenure at ISU is eligible to apply for these positions after three years have elapsed from the date of tenure denial.
7. Persons holding NTER positions are eligible to be named to the Graduate Faculty in accordance with Graduate College procedures.
8. Persons holding NTER positions shall not convert to tenure-eligible or tenured positions. They may apply for an advertised tenure-eligible position provided the search and appointment processes conform to those for tenure-eligible faculty.
9. Persons holding P&S positions, post-doctoral positions, and tenured and tenure-eligible positions shall be eligible for appointment to a research professor position provided that their credentials are commensurate for the potential rank. Tenured and tenure-eligible faculty shall be involved in the appointment process as outlined above.

The Faculty Senate shall exercise oversight of compliance with these recommendations and will accept and review applications from the provost for exceptions to appointment limitations consistent with shared governance. The provost shall provide an annual report regarding the number of appointments and ratios to the Faculty Senate.

4.1.3 Funding for Non-Tenure-Eligible Research (NTER) Appointments

Funding for these positions shall be external to the university and are not a part of the university base budget. Funding including direct salary and benefits, and “start-up” packages must be from sources other than tuition and state appropriations, including state appropriations for the Agriculture & Home Economics Experiment Station and the Cooperative Extension Service. Exceptions will be allowed when short term funding, up to a maximum of three years, is provided for salary and benefits only for a partner accommodation from centrally managed resources. Any other resources needed for “start-up” must come from external funds. (See Section 3.3.3)

1. Positions may be funded from grants, contracts or other sponsored sources, special project-specific appropriations from the federal, state, or local government, the Ames Laboratory, and indirect cost revenues distributed to departments or research centers/institutes.

2. Indirect costs captured from funded research shall accrue to the research professor's home unit(s) in accordance with university policy. Reimbursable travel, conferences and professional development expenses shall be covered by grant funding. A share of generated indirect cost revenues may be used to defray such expenses consistent with unit procedures and criteria.

Approved by the Faculty Senate on February 12, 2008, and by the president and provost on February 15, 2008.

5.4.6 Evaluation, Renewal, and Advancement of Non-Tenure-Eligible Research (NTER) Faculty

Appointments for all ranks of NTE research professors shall be for a stipulated time duration not to exceed five years per appointment period. There is no limit to the number of appointment periods or to time in rank except as noted in the following. Appointments are renewable at the discretion of the home department contingent on continuation of external funding (except that research professors supported by federal funds shall be governed by applicable federal policy) and departmental performance review. The provost shall approve reappointments. At any time during the contract period positions may be terminated without cause and/or due to lack of grant funding sufficient to cover salary and benefits through the term of contract (subject to federal guidelines when they apply).

1. Annual performance reviews shall conform to those for tenured and tenure-eligible faculty.
2. Performance review involving tenured and tenure-eligible faculty shall be done periodically, at least once every three years.

A NTER faculty member may be proposed for advancement to the next rank. Departments shall develop procedures for advancing NTER faculty. The standards for each rank shall be the same as the definitions for scholarship performance at rank for assistant, associate and professor ranks for tenure-eligible and tenured faculty. The advancement review process shall include tenured and/or tenure-eligible faculty and be the same as the review for tenure and promotion of tenure-eligible and tenured faculty.

Approved by the Faculty Senate on February 12, 2008, and by the president and provost on February 15, 2008.

