

**3344-12-08 Policies pertaining to research professors.**

(A) Procedures for appointment.

The search process and the initial appointment shall be at the university's administration sole discretion and design. The faculty of the members of the department/school or college without departments shall approve the initial appointment only. The dean of the academic unit shall forward their recommendation regarding the appointment to the provost who shall make the final decision.

(B) Procedure and criteria for rank and promotion.

- (1) Research faculty shall possess the terminal degree in accord with the applicable provisions in the current collective bargaining agreement.
- (2) Minimum standards for appointment at each faculty rank, in addition to the criterion of an earned doctorate specified above:
  - (a) Research assistant professor. Appointment to the rank of assistant professor shall be based on evidence indicating a record of effectiveness and achievements in conducting research or creative activities.
  - (b) Research associate professor. Appointment or promotion to the rank of associate professor is based on evidence that the candidate possesses a sustained record of research or creative activities. In addition, the candidate shall demonstrate independence in the attainment of funding.
  - (c) Research professor. Appointment or promotion to the rank of professor is based on evidence of an outstanding record as a scholar or creative artist. In addition, the candidate shall be self-funded.
- (3) An individual seeking promotion shall submit a dossier for evaluation by the appropriate peer review committee ("PRC") (the departmental PRC in colleges which have opted for departmental peer review or the college PRC in colleges which do not use department PRCs) demonstrating how the candidate satisfies the criteria for promotion. The appropriate PRC

shall solicit a letter of evaluation and recommendation from the principal investigator(s) of the grant(s) supporting the candidate. The departmental PRC in colleges, which have opted for departmental peer review, the department chair/school director, and the college PRC committee shall review the dossier and advise the dean on the promotion. The dean shall forward their recommendation to the provost, who makes the decision on whether to promote the candidate.

(C) Tenure rights.

Neither the initial appointment nor any renewal, thereof, leads to the award of tenure.

(D) Rights and responsibilities.

A research faculty member is not a member of the CSU-AAUP collective bargaining unit until and, unless the faculty member completes six consecutive and complete academic years of service as a research faculty member. However, at the time of the initial appointment, the following provisions of the current (August 15, 2011 through August 15, 2014) collective bargaining agreement shall apply: articles 10 and 11.1 (academic freedom), 11.2 (professional ethics), 22 (patents and copyrights), 23.3, 23.4 and 23.5 (laboratory space), and 26 (personnel files).

**Policy Name:** Policies pertaining to research professors.  
**Policy Number:** 3344-12-08  
**Board Approved:** 3/25/2014  
**Effective:** 4/20/2014