



Cornell University
College of Human Ecology

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**College of Human Ecology
Proposal for Academic Title of Research Professor**

APPROVED BY COLLEGE FACULTY FEBRUARY 2016:

Tenure-track faculty: 44 yes, 2 no, 1 abstain (out of 115 eligible)

Research Scientists: 2 yes (out of 4 eligible)

I. Justification

The purpose of proposing the use of the Research Professor title in the College of Human Ecology is to attract highly qualified people into such roles. Most of the top U.S. research universities use the Research Professor titles for non-tenure track faculty engaged primarily or exclusively in research related activities. Practices of peer schools and the impact on recruitment efforts are relevant factors and without these nationally recognized titles our recruitment efforts will suffer. Additionally, funding agencies are unfamiliar with our current Research Scientist title making our grant applications less favorable than they would be if they had a highly recognizable title that other institutions use. Potential hires may be reluctant to take a position if the title is distinctly inferior to titles that other top research universities offer.

II. Description of the Position

The title of Research Professor will be used for a limited number of long-term, non-tenure-track appointments with the use of modifiers of Assistant, Associate and Full Professor rank, or when appropriate by the term "visiting." Individuals holding the Research Professor title should demonstrate research excellence equal to those of same-level tenured and tenure-track faculty in their department or division. To qualify for the title, an individual is required to have a PhD or equivalent degree, to have achieved significant stature in the scholarly discipline, to have demonstrated the quality of research accomplishment appropriate to initiating independent research programs, and to have demonstrated a trajectory that promises a continued high level of achievement.

Responsibilities include initiating new research activities; creating and managing research laboratories; seeking funding opportunities, submitting proposals, and fulfilling the terms of research grants and contracts; planning, conducting and reporting on original research; and representing research groups externally. Persons appointed to these titles may serve routinely as principal investigators on grants and contracts. Because the title of Research Professor may not be used for positions that substantially replicate those of tenure-track faculty, the holder of

this title will normally not teach courses for credit. In the event that some teaching of courses for credit is requested by the appointing department, this teaching must be consistent with the terms of the individual's funding and must be approved by the dean. In such cases, care must be taken to ensure that teaching expense is not charged inappropriately to research grants or contracts. In no case will an individual teach for an extended consecutive period.

III. Terms of Appointment

- a) Search procedures will follow an open search process as used by a department/unit to fill other professorial positions. A dossier-based review will be conducted for initial appointment. Through an exception approved by the chair and the dean, the dossier-based review may be conducted during the first year, with continued appointment contingent on successful review. This dossier shall include letters from confidential external referees, letters from participants in current or recent research programs, a report of the faculty vote, and a recommendation by the chair to the dean, and the report from an ad hoc committee. The dean will make the ultimate decision about appointment.
- b) Terms of positions bearing the Research Professor title will be for up to five years. Unless otherwise specified, they will be renewable indefinitely. While there may be a transition period before research funding supports the position, appointments normally are expected to be supported largely by such funds; other funding sources are permitted. The offer and appointment letters will include notification that the appointment may be terminated early or modified if funding is withdrawn or reduced. Nonrenewal or early termination of appointment also may occur on the basis of other significant resource constraints, unreliable funding prospects, seriously diminished interest in the research area or relevance to the appointing unit's research mission, or performance.
- c) Reappointment and promotion procedures will be the same as those involving other senior level non-tenure-track faculty (e.g. Senior Lecturer/Senior Extension Associate/Senior Research Associate, Clinical Professor, and Professor of the Practice). These require a dossier review that includes letters from confidential external referees, letters from participants in current or recent research programs, a report of the faculty vote, and a recommendation by the department chair to the dean, who makes the ultimate decision about appointment. The dean reserves the right to use an ad-hoc committee for advice on all appointments and reappointments. Promotions to the associate and full research professor ranks, as well as reappointment at any rank at the end of a fixed term, will follow procedures used for other professorial level appointments and may include a report from an ad hoc committee.

- d) Movement to a tenure-track position is possible through the normal processes for tenure-track hiring in the department/unit. Approval for consideration of such movement must be approved by the dean prior to such consideration.

IV. Percentage Limitation

Positions bearing the Research Professor title will not exceed 10% of the existing tenure-track faculty positions (combined total of all tenured and tenure-track faculty) in the college or 10% of the tenure-track positions in the department/unit where positions are located. A higher percentage may be afforded if, but only if, the college and department/unit makes a compelling showing that: (1) there is a need for the higher percentage; (2) the Research Professor positions in question would not replicate the functions of positions ordinarily held by tenured or tenure-track faculty; and (3) any additional Research Professor positions in a department/unit will not detract in any way from the potential for adding tenured or tenure-track positions in that department/unit. (Additionally, as determined in previously-established procedures, positions bearing the titles of Clinical Professor and Professor of the Practice will not exceed 20% of the existing tenure-track faculty positions in the college or 20% of the tenure-track positions [combined total of all tenured and tenure-track faculty] in the department/unit where positions are located).

V. Voting and Other Rights

Research Professors are not members of the University Faculty. College voting rights are the same as those of Professor of the Practice, Clinical Professor, and Senior Research Associate. Persons holding the title of Research Professor will have full access to grievance and appeals processes available to tenure-track faculty in the College of Human Ecology. Voting rights in the department/unit will be no less than those of Senior Research Associates.

Individuals holding the title of Research Professor are eligible to be nominated for general membership on the graduate faculty according to the procedures of the Code of Legislation of the Graduate Faculty. To nominate an individual holding one of these appointments to general membership on the graduate faculty, the Director of Graduate Studies should submit the standard materials submitted for nomination of a tenure-track full, associate, or assistant professor to the Cornell Graduate School. The same procedures for review and consideration for graduate faculty membership used for tenure-track position will be used for this consideration with the decision/recommendation being made by the graduate faculty of the respective graduate field.

VI. Impact Statement

Creating the new positions will affect a small number of current and future persons. There will be no impact on existing tenure-track and non-tenure-track academic titles and their holders.

Diversity and Inclusion are a part of Cornell University's heritage. We're an employer and educator recognized for valuing AA/EEO, Protected Veterans, and Individuals with Disabilities.

However, individuals currently holding titles of Research Scientist, Principal Research Scientist, and Senior Scientist may convert, with the approval of the unit and the dean, to the appropriate level of Research Professor. An individual currently holding the title of Research Scientist, Principal Research Scientist, and Senior Scientist who is not approved to move to the Research Professor title or does not wish to do so may remain and/or be reappointed in the current title subject to meeting all other applicable conditions for such appointments. Their current positions will be protected against elimination by the establishment of these new positions and appointments of Research Professors. There will be no new appointments to the Research Scientist and Principal Research Scientist titles after university approval to use the Research Professor titles in the College of Human Ecology. Individuals holding other academic titles, including Research Associate and Senior Research Associate cannot convert to one of the Research Professor titles, but may seek appointment to such titles through the processes outlined above.

V. Proposal Process

- A. College prepares a written proposal for use of the title in accordance with university guidelines and enabling legislation.
- B. The proposal must be approved by at least two-thirds of those voting, in separately tabulated votes:
 1. Tenured and tenure-track of the college or school
 2. Non-tenure-track faculty made up of individuals in the college holding Research Scientist, Principal Research Scientist, and Senior Scientist titles
- C. Submit the proposal and results of the two voted to the Dean of the Faculty who will take it before the University Committee on Academic Policies and Procedures (CAPP) for review of its conformity to the requirements.
- D. After submission to CAPP, such a proposal will be distributed to University faculty and distributed to or electronically posted for other interested parties for a period of 60 days before action by CAPP in order to invite public comment.
- E. At the end of the comment period, CAPP shall review the proposal in order to determine whether it complies with the requirements of this enabling legislation. In conducting such a review, the committee is not to substitute its judgment for that of the originating college or school as to the need for or wisdom of the college's or school's adoption of the Research Professor title.
- F. If CAPP determines that the proposal meets the requirements of this enabling legislation, it will report the proposal to the Faculty Senate, which will approve or deny the proposal by a majority vote based on the Senate's determination of whether the proposal complies with the requirements of this legislation. If CAPP determines that the proposal fails to meet the requirements of this legislation, it

shall furnish a written explanation of this determination to the college or school submitting the proposal.