

Recommendation and Resolution for Establishment of New Research Titles by the ad hoc Committee of the Faculty Senate established to study the status of Non-Tenure Track Faculty (NTTF) at Cornell

Submitted on behalf of the Committee

By

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Background on Titles

Our Committee's activities have focused on NTTF who occupy positions which carry the titles

Senior Lecturer, Lecturer
Senior Research Associate, Research Associate
Senior Extension Associate, Extension Associate
Librarians and Archivists (eleven sub classifications)

The Committee has considered whether this list of titles is adequate to represent the academic world of 2004 at Cornell. We believe the titles, "Research Associate" and "Senior Research Associate," are inadequate to meet the wide-ranging needs of the University's research community in the research world of 2004. A proposal to add two titles, "Research Scientist" and "Principal Research Scientist", was voted on favorably by the faculty of the College of Engineering (April 30, 2003). Recognizing the inadequacy of existing non-tenure track titles for researchers at Cornell, the Committee has considered creation of new and the redefinition of existing research titles in the titles matrix. We do this because

Senior Research Associates and some Research Associates are now often performing research that was traditionally a professorial responsibility. Their titles are no longer commensurate with their qualifications and responsibilities and are disadvantageous when applying for outside grants.

Restricting Cornell Senior Research Associates and Research Associates to these two titles may compromise their professional standing, compensation and productivity, as well as limiting recognition and access to a rewarding career path.

Of ten peer institutions, only two maintain the title Senior Research Associate and all have the titles Research Scientist, Research Professor, or both. Cornell may well be at a disadvantage in competing with these institutions for researchers and funding.

RECOMMENDATION on RESEARCH TITLES

Academic titles need to reflect the high level of independence, expertise, and achievement expected of non-tenure-track research faculty at Cornell. Consequently, the Committee recommends that

1. The Faculty Senate recommend to the Provost creation of the titles, “Research Scientist” and “Principal Research Scientist.” The net effect of creating these two new titles is increasing to four the number of titles available for researchers: research associates, senior research associates, research scientist, and principal research scientist
2. If the recommendation is approved, colleges may present to the Committee on Academic Policies and Procedures proposals for using the two new titles.

RESOLUTION:

NEW TITLES OF RESEARCH SCIENTIST AND PRINCIPAL RESEARCH SCIENTIST

Whereas many Senior Research Associates and Research Associates are performing research that is on a level with that traditionally considered a professorial responsibility; and

Whereas the titles "Senior Research Associate" and "Research Associate," therefore, do not adequately reflect the qualifications and responsibilities of the holders of these titles; and

Whereas restricting Cornell Senior Research Associates and Research Associates to these two titles may compromise their professional standing and ability to acquire outside funding when competing with individuals from other institutions which have more appropriate titles; and

Whereas restricting Cornell Senior Research Associates and Research Associates to these two titles denies them appropriate recognition and access to a rewarding career path; and

Whereas restricting Cornell to these two titles may put the University at a disadvantage when competing with other institutions which have more appropriate titles for top-quality researchers.

Be it resolved that

1. The Faculty Senate recommend to the Provost creation of the titles, "Research Scientist" and "Principal Research Scientist." The net effect of creating these two new titles is increasing to four the number of titles available for researchers: research associates, senior research associates, research scientist, and principal research scientist
2. If the recommendation is approved, colleges may present to the Committee on Academic Policies and Procedures proposals for using the two new titles.
3. Proposals approved by CAPP will need to be sent to the Faculty Senate for action.