

Policies and procedures for appointment of research assistant, associate, and full professors in the Department of Fish and Wildlife Conservation

Adopted November 30, 2010; Revised September 6, 2016

Background. – Section 6.4 of the Faculty Handbook states that “*the research professor ranks are designed for research faculty members whose appointments are expected to last more than one year and whose credentials are comparable to those of the tenure-track faculty of similar rank. This series is parallel to research scientist and senior research scientist, not necessarily above it. Appointment to these ranks is not appropriate for those with short-term or limited appointments since this would disadvantage the graduate students with whom they might work...*”

“With approval by the degree-granting program, those appointed to any rank in the research professor series may direct graduate theses and dissertations and serve on graduate committees consistent with program and graduate school policy. Faculty members in this series may teach occasionally in their areas of expertise in accordance with guidelines below and by providing the appropriate credentials required of instructional faculty...”

“...At the discretion of the academic department, faculty membership with or without voting privileges may be extended to an assistant, associate or research professor. However, a research faculty member is not eligible to vote on matters relating to faculty appointment, retention promotion, or tenure.”

Section 6.5.1 of the Faculty Handbook makes clear that appointees in this series of job titles are expected to exhibit actual or anticipated involvement with the academic program of the department.

Purpose. – The purpose of this document is to establish the policies and procedures by which departmental personnel may be appointed to the ranks of research assistant, associate, and full professor in the Department of Fish and Wildlife Conservation.

Procedures for appointment. – All regular voting faculty (defined as tenure-track faculty members and federal personnel with regular faculty status) will have the opportunity to express approval or disapproval of applications for appointment to the research assistant, associate, and full professor ranks. The individual seeking the appointment to a research professor rank, or his/her supervisor, will send the candidate’s curriculum vitae and cover letter explaining the rationale for the appointment to the department head. The department head will share these materials with the regular voting faculty. After discussion of the application at a departmental meeting, the department head will call for a vote, which will be conducted by paper ballot returned to the department head following the meeting. Both the department head and a simple

majority of the total regular voting faculty must assent to the appointment before it goes forward.

Rights of research faculty. – While regular voting faculty who set departmental directions are selected through nationwide searches, rigorous interviews, and some measure of faculty consensus as to their fit with future departmental directions, research faculty appointments normally do not involve such rigorous review. Hence, research faculty will have been recruited through a much more limited selection process generally focused on a single research need, not on broad departmental needs. Research assistant, associate, and full professors in the Department of Fish and Wildlife Conservation may attend faculty meetings and participate in discussions, but will not have departmental voting rights except as appointed members of specific departmental administrative committees. Such appointments will be made by the Department Head with the concurrence of the individual's supervisor. Research faculty may serve on the advisory committees of graduate students, but they may not chair such committees unless approved on a case-by-case basis by the department head and the Graduate Program Coordinator. Criteria to be considered in that deliberation include: (1) demonstrated expertise in the area in which a student's research project will engage, (2) prior service on graduate advisory committee(s), and (3) high likelihood of continuing service throughout the entire time the graduate student will pursue the degree.