

Guidelines

Naming and Funding Dean's Research Scholars & (Associate or Full) Professors.

Purpose: In recognition of faculty who attain extraordinary success in research, acquiring research funding and supporting graduate students and to further enable such success, such faculty may be named Dean's Research Scholar (DRS) and (Associate or Full) Professor, with commensurate changes in work scope, duties and compensation.

Criteria: Eligibility for the position of Dean's Research Scholar (DRS) and (Associate or Full) Professor are:

1. The faculty member must be tenured.
2. The faculty member must have an exceptionally strong research record as measured by the protocols of the NMT "POLICY FOR APPOINTMENT, PROMOTION AND TENURE."
3. The faculty member must have a very strong teaching record at all levels, as measured by the protocols of the NMT "POLICY FOR APPOINTMENT, PROMOTION AND TENURE."
4. The faculty member must have an average of total external funding of \$250K/yr, for three consecutive years. In the case of joint proposals, the relative funding proportions must be separated.
5. They must be funding at least three full-time RA's, preferably supporting undergraduate students as well, with possible exceptions noted below.
6. They must have sufficient funds to fully support the 12-month contract, as outlined below, with possible exceptions also noted below.

Terms of Appointment:

1. These 12-month appointments retain the pre-appointment tenure and rank of the faculty member. The new appointment structure does not, in any way, dissolve tenured status.
2. The 12-month contract will be negotiated on a year-to-year basis with institutional base salary determined by combining the academic and research funding available to the appointee for the year.
3. Appointees must have a reduced teaching load in which the reduction is focused on replacing formal classes for greater graduate student research mentoring.
4. The allowed increase in pay rate should be in the range 10-25% as per the higher pay rates that research faculty typically earn.
5. At any point in the future, the faculty member is free to return to a traditional 9-month contract at the rate that they were paid prior to their appointment Dean's Research Scholar and Professor (any rank), with the proviso that the 9-month salary will be adjusted to account for the increases in pay that would have occurred over the intervening period. All time, effort, results and performance spent as a Dean's Research Scholar will count toward any subsequent promotion considerations.

Issues and Exceptions: Exceptions and other issues that must be addressed at the time of appointment are:

1. Departmental teaching needs: the Dean and the Chair must work out a means in advance to cover the load
2. It may be possible, depending on AA's financial situation and willingness, to appoint a faculty member a DRS even when a funding agency such as, for example, the NSF does not allow the faculty funding arrangement listed above. In such cases it will be expected that the faculty member fund at least one additional full-time RA from one or more of their grants or contracts.
3. Faculty who fund both post-docs and full-time RAs may, for the purposes of eligibility, petition to exchange an RA position for a post-doc position.
4. Other, currently-unforeseen exceptions may also be possible.

Focused education in science and engineering