

Appendix B. Overview of External Institution Data

Institution	Peer Comparison Group	Research Professor Title?	Other PhD-Level Research Titles (not including postdocs)	Relationship Among Titles	Number of Research Professors Employed	Research Professor PI Status	Tenure	Faculty or Academic Staff?	Institutional Support (Bridge Funding, etc)	Teaching/Service Requirement	Year Research Professor Title Implemented
University of Wisconsin-Madison		NO	Researcher series Scientist series	Separate tracks with Scientist track having more independence and responsibility than Researcher.	N/A	Eligible; Requires approval	No	Academic Staff	Determined by unit	None	N/A
University of Illinois at Urbana-Champaign	BIG 10	YES	Research Associate (primarily Post Doc)	Different Roles	Assistant: 23 Associate: 6 Full: 3	Eligible; Requires approval but is an expectation for the position	No	Specialized Faculty (NTT Faculty)	There is not an institutional wide program. A college or department may provide this as part of initial offer or later in appt. given special circumstances.	Teaching and Service not required but some individuals teach.	Research Professor existed prior to 2014. In 2014 formalized the Teaching Professor and Research Professor tracks along with more rights and similarities to faculty.
University of Iowa	BIG 10	YES	No	N/A	No Data	Yes (automatic)	No	Faculty (but not voting members). Faculty consists of Tenured, Clinical, Instructional, and Research. Only Tenured have voting rights.	There is not an institutional wide program. A college or department may provide this as part of initial offer or later in appt. given special circumstances.	Research Professors are not allowed to teach a class but can provide a lecture. Typically there is not service for Research Faculty.	Research Professor Track implemented in 2008. Clinical Professor Track implemented in 1995. Instructional Professor Track implemented in 2016
University of Minnesota Twin Cities	BIG 10	YES	Researcher	The duties are similar	Assistant: 30 Associate: 9 Full: 8	Eligible; Requires approval (unit-specific standards apply)	No	Faculty ("Term" - "Contract")	There is not an institutional wide program. A college or department may provide this as part of initial offer or later in appt. given special circumstances.	Research Professors should teach and provide service per faculty book of rules.	Estimated 2005
University of Michigan	BIG 10/Top 5 Research Expenditures	YES	Research Investigator Research Scientist	Separate, distinct tracks: Research Professor more focused on independent funding; includes bench teaching and mentoring, do expect service	Assistant: 3 Associate: 85 Full: 169	Yes (automatic)	No	Faculty	No formal policy. Best Practice Guidelines of providing 5% general funds.	Not formally required, but not prohibited. Expectation is to perform some service	2003
Michigan State University	BIG 10	YES	Specialist Research Associate (Post Docs)	Specialists are not expected to be as independent, but are more supportive of faculty	Total: 40	Yes (automatic); other titles require approval	No	Faculty (but cannot participate in governance of college/unit)	Minimum 5% effort covered by general fund, bridge funding by approval: Research Asst 3-5 yrs up to 2 mos.; Assoc & Full <3 up to 6 mos.; 3 or more up to 12 mos.	Prohibited	Feb. 2012
University of Maryland, College Park,	BIG 10	YES	Research Scientist Research Scholar Research Engineer	Prior to 2004 there was one Research Professor title that paralleled equivalent rank in tenure track faculty. In 2004, distinguished a Research Professor title series with the expectation that those positions teach and mentor students	No Data	Yes (automatic); automatic PI status applicable to all research scientists	No	University Senate includes faculty, staff, and students.	Institutional expectation is that 1-2% of salary comes from unit or college/dept. College of Computer Natural Sciences has a bridge funding program.	Teaching and Service is an expectation of Research Professor title series.	Research Scientists have been part of faculty for a very long time. Four years ago there was an overhaul of the title series.
University of Nebraska-Lincoln	BIG 10	YES	Senior Research Associate	Senior Research Associate is for Post Docs who did not obtain a position and there is a need for them to continue for a few more years. Research Professor series is for positions that are typically the primary person on a grant.	No Data	Yes (automatic)	No	Faculty ("Non-tenure track Research Faculty")	There has been discussion of having 10% come from state dollars but it is just in discussion. Tuition Remission applies to staff and faculty.	Expect a Research Professor to spend at least 80% of time on Research. Some do provide teaching and mentoring. They are allowed to be the Professor of Record.	The Research Faculty has been around for a long time. The Professor of Practice is new in last 10 yrs.
Northwestern University	BIG 10	YES	Senior Research Investigator Sr. Clinical Research Associate and Research Associate	Research Associates typically report to Research Professors. These are staff positions. They are not eligible for PI status	Assistant: 305 Associate: 99 Full: 37	Eligible but not automatic	No	Faculty (NTT Track; may not participate in governance)	Bridge funding comes from a school's or PIs discretionary funds.	No requirement for teaching. Most do not have formal teaching responsibility. Many participate in service to their department	More than 20 yrs ago.
Penn State University	BIG 10	YES	Researcher Senior Scientist	Researcher and Senior Scientist are not available for new hires with PhD. Used for grandfathered employees and for new hires with masters who are on a visa	No Data	Yes (automatic)	No	Faculty; in 2017 the policies and procedures for fixed term faculty and tenured faculty became more aligned.	Maximum 25% effort can be covered by general fund. This comes out of a general fund provided to each college. The department and college determine allocation.	There is no requirement for teaching. Some colleges or departments are starting to provide service requirements.	New titles implemented in July 2017. Prior to this date the Sr. Scientist was a fixed term faculty appointment.
Purdue University	BIG 10	YES	Research Scientist	Research Professors are independent investigators, Research Scientists are not/do not require terminal degree; RP are equivalent to TT faculty	Total: 36	Yes (automatic)	No	Faculty (Research Faculty)	5% of compensation must be from general funds. At unit's discretion, up to 25% of annual compensation can be covered by non-external funds	Not allowed to be a professor of record for a course (made only a few exceptions). They are allowed to lecture in a course.	2004
Rutgers University	BIG 10	YES	None	Explicitly equivalent to TT faculty at the same rank.	No Data	Eligible, based on approval of unit head and Dean (approval also applies to TT faculty).	No	Faculty (full voting members of Faculty Senate)	Determined by the unit; no University-level policy.	Research professors are primarily devoted to research (but appear not to be excluded from teaching/service).	Formalized 3.5 yrs ago. NTT were a hodge podge of titles. Prior to formalizing they were faculty but the titles were not as clear.

University of Pennsylvania (not yet verified)	(not)	Top 5 Research Expenditures	YES	None	Specified as associated faculty (TT are "Standing Faculty")	No Data	Yes (automatic)	No	Faculty (associated faculty; non-voting members of Faculty Senate)	Internal funding and bridge funds are not precluded	Not required but allowed up to 10% FTE over entire appointment, with Provost's approval.	2005
University of Washington	Institutional Peer/Top 5 Research Expenditures	YES	Research Associate	Research Professor title is independent of other professional staff titles	Assistant:103 Associate:122 Full: 100	Yes	No	Faculty ("Professional Faculty" NTT; have voting rights)	Can include start-up funds, bridge funding, and/or some level of base salary support, but varies widely from unit to unit and position. (and "The University is not obligated to provide replacement funding during lapses of a faculty)	Permitted, but not required		
			Research Scientist									
			Research Engineer									
			Research Consultant/Research Coordinator									
The Ohio State University		BIG 10	YES	Research Scientist	Research Professor is separate from Research Scientists. Research Scientist have staff rights and privileges vs. Research Professor that have more faculty-like rights.	Assistant: 77 Associate: 19 Full: 8	Yes (automatic)	No	Faculty (governance rights with tenured faculty approval at the local level). Not included in the senate.	Do not have a formal bridge fund but typically first year may be fully funded.	Permitted, but not required	2004
Johns Hopkins University (not yet verified)		Top 5 Research Expenditures	YES	Research Scholar (Asst, Assoc, Full, Principal) Research Scientist (Asst, Assoc, Full, Principal) Research Engineer (Asst, Assoc, Full, Principal)	Research Professor title is independent of other professional staff titles; title usage appears very tied to school/college	No Data	Yes (automatic); automatic PI status applicable to all research scientists	No	Faculty		Permitted, but not required (appears unit-specific)	
University of Texas-Austin		Institutional Peer	YES	Research Scientist/Engineer Research Associate	Res Associate is the bottom (equivalent to Asst Prof) or Res Asst Prof is the bottom. Res Prof series is relatively new (last several years). Think goal was to have Res Prof replace some other titles. Res Scientist or Res Engineer after Res Associate.	No Data	Yes (automatic) for Research Scientists and Research Associates	No	Faculty	Yes	Optional (not required). Affiliated Faculty would have some type of expectation of this. Affiliate means you are part of a dept.	Within last 10 years (create perception of a faculty-like title)
University of California-Los Angeles		Top 20 Research Expenditures	YES (called Professor-in-Residence)	Professional Researcher series	Professional Researchers do not teach but will have a service component. The caliber of research is equivalent for these series and they both have the same salary ranges.	UC System Assistant: 282 Associate: 248 Full: 580	Yes (automatic). Also available for Professional Research Series with approval.	No	Faculty -- Professor in-Residence are NTT appointments equivalent to TT but for tenure and expectation of 50% extramural funding. They are members of Academic Senate.	Up to 50% state funding possible, and more with Chancellor's approval. Determined on an individual need basis. Funding comes from discretionary state funding at the local	Required the same as TT faculty	1987
University of California-Berkeley		Institutional Peer	YES (called Professor-in-Residence) -	Professional Researcher series	Professional Researchers do not teach but will have a service component. The caliber of research is equivalent for these series and they both have the same salary ranges.	UC System Assistant: 282 Associate: 248 Full: 580	Yes (automatic). Also available to some Professional Researchers.	No	Faculty -- Professor in-Residence are NTT appointments equivalent to TT but for tenure and expectation of 50% extramural funding. They are members of Academic Senate.	Up to 50% state funding possible, and more with Chancellor's approval. Determined on an individual need basis. Funding comes from discretionary state funding at the local	Required the same as TT faculty	1987
University of California-San Francisco		Top 5 Research Expenditures	YES (called Professor-in-Residence)	Professional Researcher series	Professional Researchers do not teach but will have a service component. The caliber of research is equivalent for these series and they both have the same salary ranges.	UC System Assistant: 282 Associate: 248 Full: 580	Yes (automatic) for both Professor-in-Residence and Professional Researchers.	No	Faculty -- Professor in-Residence are NTT appointments equivalent to TT but for tenure and expectation of 50% extramural funding. They are members of Academic Senate.	Up to 50% state funding possible, and more with Chancellor's approval. Determined on an individual need basis. Funding comes from discretionary state funding at the local	Required the same as TT faculty	1987
Indiana University Bloomington		BIG 10	NO	Scientist Series	N/A	110 Scientists	For Scientist Series: Yes (automatic)	No	For Scientist Series: Faculty (local and university wide have voting rights)	For Scientist Series: College or school may fund a position for a set period of time (1-2 yrs)	For Scientist Series: Teaching is not required. They are expected to provide service but it is often related to their grants.	

Information for schools noted in pink has not yet been verified