**DRAFT V12**

**University of Wisconsin-Madison Research Professor**

**Research Professor Titles:** Assistant Research Professor, Associate Research Professor, Research Professor.

The research professor title series is a non-tenure track progression that allows focused research effort. A major difference from the Scientist title series is that **Research Professors** are expected to have primary responsibility for a research program including leadership of the scientific and technical aspects, independent funding, and compliance with all financial, ethical, and administrative aspects of the research. **Assistant Research Professors** are appointed with the expectation that they work toward these goals. The prerequisite for promotion to the **Associate** level is achievement of all of these goals.

Several of our peer institutions, including those with neighboring rankings for R&D expenditures by the NSF, have a research professor track. A non-inclusive list includes the University of Michigan, University of Washington, Stanford University, University of Pittsburgh, Northwestern University, and Duke University. A research professor track would allow us to reward current researchers and attract other talented researchers at a time when we are not able to increase our tenure track faculty to a sufficient degree or at a pace consistent with our peer institutions.

**Assistant/Associate/Research Professor** titles allow advanced contribution to our research mission, will expand the number of principal investigators (PIs) bringing extramurally-funded grant awards to UW-Madison, maximize the use of existing laboratory resources, and convey a level of commitment and progression to independence that is more in line with how our peer institutions treat this career progression.

The contribution of research professors toward our research mission will be profound in expanding our capacity for research and associated funding opportunities that are now not possible due to limited access to new tenure track faculty lines. The research professor track will also allow a clear pathway for individuals who excel in research and have a primary interest in a career that focuses on research. Pathways to the research professor title series are numerous and may include individuals who have completed postdoctoral fellowships or other early career funding opportunities and wish to remain at our institution.

The research professor title series will be attractive to talented researchers who desire a primary focus on research and not didactic teaching or extensive service. Currently, our institution uses Visiting Professor and Scientist title series for non-tenure track researchers with terminal degrees. Both of these title series differ from our peer institutions that use professorial titles and thus place our researchers at a disadvantage. That is, **Research Professor** titles are more commonly used in academia and are more familiar to grant reviewers and extramural funders.

Specific details below reflect review of peer institution procedures and related UW-Madison policies. The OVCRGE will consult broadly across campus when refining these criteria and procedures, if the overall idea of a Research Professor track is endorsed by governance groups and leadership.

**Appointment Authority:** The Deans of the Schools and Colleges (or the Vice Chancellor for Research and Graduate Education, in the case of OVCRGE centers) have the authority to recommend and approve appointments to the research professor track. At all ranks, research professor appointments recommended by the Department or Center may be approved by the School/College Dean or VCRGE, as appropriate. In this manner, reviews of the dossier will be performed in accordance with local criteria for promotion within the research professor track. The Provost will grant the proposed appointment based on recommendation from the School/College Dean or VCRGE.

**Funding:** Research professors are expected to develop a sustainable research program. The appointing unit must identify funding sources (current and anticipated) that are reasonably expected to support the first progression to **Associate Research Professor**. In addition, allocation of a small fraction of effort/salary from the academic unit to support grant writing activities must be defined.

**Research Space:**  For all research professor ranks, there must be a written plan developed, consistent with the research space allocation policies of the department, center, or school/college.

**Criteria for Entry into the Research Professor Track:**

Candidates must demonstrate a solid record of research accomplishment that is highly regarded by scholars in their field and shows considerable promise of continuing outstanding research. Individuals appointed as **Assistant Research Professors** should demonstrate *all of the criteria that follow:*

1. Earned research doctorate (PhD) or other terminal degree in their field.
2. An impressive emerging record of published research, and evidence of successful management and completion of stated objectives of previous research.
3. Strong potential for scholarly development toward independence similar to tenure track Assistant Professors, and may be integrated into an existing research group or laboratory.
4. Strong potential for acquisition of independent extramural funding.
5. Have an academic record of peer-reviewed publications as primary and/or senior author.
6. Provide evidence of participation in relevant academic or professional meetings.

**Appointment Structure and Review:** Research professor appointments are annual appointments. A mentoring committee within the Department must be established when an **Assistant Research Professor** is appointed. Progress is reviewed annually.

1. Any individual in the research professor (all ranks) track may apply for an open tenure-track position without prejudice or preference.
2. The unit may promote the faculty member to **Associate Research Professor** (sixth-year review) and later to **Research Professor** if approval is granted by the Dean’s office (or VCRGE if in a center within the Office of Research) in the School/College. It is expected that each School/College and the OVCRGE will develop an appropriate process for reviewing these promotional documents.
3. Upon promotion to **Associate Research Professor**, an application for permanent PI status may be made.
4. The unit may determine that the candidate is not currently qualified for promotion but is making sufficient progress toward successfully meeting the criteria for promotion toremain in the research professor track in their current rank.
5. The unit may determine that the candidate is not presently qualified for promotion and that performance does not justify continuing in the research professor track.  With approval from the Dean’s office of the School/College (or OVCRGE), the candidate may be appointed to an appropriate staff position or recommended for termination of employment.