

Contact: Diana Gonzalez

NON-TENURE-ELIGIBLE RESEARCH FACULTY POLICY AT IOWA STATE UNIVERSITY

Action Requested: Receive the report on the non-tenure-eligible research faculty policy adopted at Iowa State University.

Executive Summary: In February 2008, the ISU Faculty Senate approved a policy on non-tenure-eligible research faculty appointments. Understanding that large numbers of non-tenure-track faculty can put unneeded stress on this system, the policy has been designed to encourage the responsible use of non-tenure-track faculty, primarily in the research mission of the University. This request has been reviewed by the Board Office and the Council of Provosts. This report addresses the Board of Regents Strategic Plan strategy (1.1.3) to “expand educational experiences for Iowa’s future workforce and foster cultural understanding by recruiting and retaining a highly qualified and diverse faculty, staff, and administration.”

Background:

- ◇ **Tenure-track system.** The policy is guided by the University’s commitment to the tenure-track system and an understanding that the tenure system is one of the University’s best ways of ensuring that it pursues its missions in discovery, engagement, and learning at the highest levels of excellence.
- ◇ **Research environment.** As the research environment has expanded during the past few decades, researchers holding a terminal degree but not holding traditional tenure-eligible faculty appointments have become important research collaborators. This new policy will allow ISU to compete with peer institutions in the recruitment, retention, and partner accommodation of high-quality research faculty.
- ◇ **Term appointments.** Non-tenure-eligible research faculty members, with the approval of appropriate tenured and tenure-track faculty, may receive term appointments with the possibility of renewal. Non-tenure-eligible research faculty will be appointed as Research Assistant Professor, Research Associate Professor, or Research Professor.
- ◇ **General guidelines.** The policy outlines general guidelines for appointment, funding criteria, and review of such term faculty members. Funding for these positions will be external to the University and not part of the University base budget.
- ◇ **AAUP guidelines.** In accordance with AAUP guidelines, the policy stipulates that such non-tenure-eligible appointments will be limited to no more than 10% of total FTE tenured and tenure-eligible faculty in the University and to no more than 20% of total FTE tenured and tenure-eligible faculty in any given department.
- ◇ **Implementation plan.** During Spring 2008, members of the Faculty Senate will work with the Provost’s Office to develop an implementation plan for the policy.