

**SPECIAL REPORT**  
of the  
**ACADEMIC PERSONNEL POLICIES COMMITTEE**  
concerning  
**CREATION OF RESEARCH FACULTY TITLES**

Presented at the  
467<sup>th</sup> Regular Meeting of the Faculty Senate  
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**Committee Membership**  
**(1990-1991)**

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## **BACKGROUND**

There are currently on the Amherst campus a small number (approximately ten) of faculty members designated as visiting for whom the title is a misnomer; they do not hold academic positions elsewhere, and many of them have been here for several years. In an attempt to minimize inappropriate use of the term “visiting,” the Academic Personnel Policies Committee has reviewed a proposal sent by the Provost to create the titles Research Assistant Professor, Research Associate Professor, and Research Professor. Use of these titles would be restricted to faculty members who meet all of the criteria stated below.

The Committee conducted a small, informal survey of public research universities and found these titles in common use for this purpose.

### **Recommendation**

The Academic Personnel Policies Committee recommends that the Faculty Senate approve the proposal to create the titles Research Assistant Professor, Research Associate Professor, and Research Professor, with the following provisions:

The titles will be used for faculty members who meet all of the following criteria:

1. Their salaries are paid entirely from grant funds.
2. Their appointments are not considered probationary and they are not eligible for tenure.
3. Their responsibilities are primarily in the area of research.

The terms of such faculty members’ appointments would be consistent with the relevant portions (section 4.11 and 4.4) of the Academic Personnel Policy (“Redbook”), that is:

1. For an appointment as a Research Assistant Professor, a candidate must possess the appropriate terminal degree, or equivalent professional experience. If the candidate has held a faculty appointment at another college or university, he or she must also have a record of achievement in the field of academic specialization. In addition, the candidate must show promise of continuing professional development and achievement.
2. For an appointment as a Research Associate Professor, a candidate must possess the appropriate terminal degree, or equivalent professional experience, and must have had considerable academic or professional experience beyond the level which would warrant an appointment as Research Assistant Professor; must have a record of achievement sufficient to have gained recognition on and off campus from scholars or professionals in his or her field; and must show promise of continuing professional development and achievement.

3. For an appointment as a Research Professor, a candidate must possess the appropriate terminal degree, or equivalent professional experience, and must have a record of achievement sufficient to have gained substantial recognition on and off campus from scholars or professionals in his or her field; and must show significant potential for continuing professional achievement.
4. The appointment of a research faculty member requires a recommendation from the personnel committee of the department in which the appointment is proposed, a recommendation from the department head or chair, and the approval of the dean. The appointment should be made using the same “offer and acceptance” and “notification of personnel action” forms which are used for regular appointments.
5. In most cases, each term of a research appointment should not exceed one year, and in no case may a single term exceed five years, but the appointment may be renewed for additional terms.
6. In the event that a research faculty member applies for and is appointed to a regular academic appointment, the criteria and procedures for initial appointment to that rank shall apply. In this case, research service, subsequent to the award of the terminal degree, or equivalent professional experience, may “count” toward the tenure decision year.

Searches for such faculty members would be governed by the University search procedures, including the affirmative action considerations and the standard provisions for waiver of the search requirement. The bargaining unit status of such faculty members would be determined after discussion with the Massachusetts Society of Professors. The Administration has indicated that they will recommend that they be bargaining unit members.

The rights and privileges of a research faculty member in such matters as participation in faculty meetings and service on faculty committees should be determined by the faculty of the department and should be specified in writing at the time of appointment.

**MOVED:** That the Faculty Senate approve the Special Report of the Academic Personnel Policies  
**07-92** Committee concerning the Creation of Research Faculty Titles as set forth in Sen. Doc.  
No. 92-015.