Research (Scientist) Rank, IU School of Optometry

IU School of Optometry Procedure for Nominating Research Track Faculty
April 3, 2008 (rev 4/10/08, approved by IUSO faculty)

In recognition that it is desirable to attract first rate scientists who complement the research mission of the school and university, IUB provides a Scientist/Scholar Research Faculty Track (Assistant, Associate, Senior ranks). These individuals devote full-time to research activities and are supported entirely on research monies. The major benefit is PI status. These individuals are not required to teach or provide service activities; however they are not precluded from performing these activities (e.g. they are eligible for Faculty Council).

The school can initiate a new position in this track and proceed with the usual Search & Screen procedure (advertisement, external letters, interviews, etc.). More typically, these individuals are identified as part of an incoming team, from within a current research group or because it is desirable for them to be at the University for other reasons (spouse is working here, job terminating elsewhere, etc). The procedure for recommending an appointment to the Research Track with a Waiver Request eliminating the need for a competitive search (e.g., switching from Research Associate to Scientist) is less clear.

The issues are:

- The Fit of the individual’s research program within the current research mission
- Qualifications of the individual and their potential to obtain extramural support
- The availability of the needed resources, including demands on the support environment.
- Voting rights

**Proposed Policy:**

- A Research Track appointee must have a Tenure-track faculty sponsor.
- The sponsor must be willing to provide research space within his/her own allotted space. No other space guarantees can be made.
- Additional space requests can be made by the sponsor to the Space Committee and their recommendations will be forwarded to the Dean. The Dean has final decisions on space assignments recommended by the Space Committee.
- Individuals in Research Track positions will only have voting rights within the school on issues pertaining to their faculty track, i.e. other research track appointments & promotions, research facilities & core services (if they are listed as key personnel).
- Appointment to the Research Faculty does not imply commitment to, or qualification for any future tenure-track position.
- Reappointment to the Research Track is performed by the Dean (with review by sponsor and Assoc. Dean for Research). This review occurs annually and is contingent on availability of funds. A third year probationary review at the Assistant rank is performed by a committee of the tenure-track faculty.
• Promotion to Associate (must be by year seven) or Senior Scientist is the same as for tenure track faculty except that only research is evaluated.
• Promotion in rank does not include an increase in the term of contract.

Proposed Procedure:
1. The candidate Scientist is sponsored by a tenured or tenure-track faculty member, who writes a nominating letter to the Dean and addresses how the individual’s research will enhance the group or school and the individual’s qualifications. If the candidate is likely to significantly increase the needs of the sponsoring lab for IUSO supported facilities (such as the machine shop, electronic shop, Borish Center, etc), then the cover letter should also discuss these needs and the corresponding increase in research that is likely to accompany them.

2. These materials are accompanied by the candidate’s CV, personal statement of research plan, at least three external letters of reference, and 2-3 important publications.

3. The Dean provides this information to the tenure-track faculty for consideration.

4. With approval by the tenure-track faculty (majority vote) the Dean can forward the request to the campus.