1. It is not the intent of this PPS to supersede any existing PPS documents that address issues related to faculty governance rights and responsibilities that are granted to tenured/tenure track faculty. Furthermore, it is not the intent of this PPS to grant those same rights of participation in faculty governance to individuals with the title of Research Professor, Research Associate Professor or Research Assistant Professor. The research faculty appointment is to provide an appointment route for individuals who are entering academics from the private, industrial, university, or government research environment. Research faculty members make a unique contribution to the mission of the university. Research faculty are generally full-time faculty who are engaged predominately in research, including research training, supervision, program development, or other research-related activities. The research faculty appointment establishes the appropriate rank and title for individuals who participate in academic programs that emphasize research and external funding, in addition to educating students for professional or academic careers. It is the intention of this PPS to describe a position that is supported by external funds. The primary responsibilities of a faculty member appointed as a research faculty member are to provide research and training in a specific academic discipline and to share professional expertise with students. Candidates for the position of research faculty must understand that appointment decisions are based on the judgments of the Departmental Personnel Committees and Chairs/Directors, Deans, and the Provost.

2. Research faculty members should have extensive research experience and expertise. They are individuals who have elected to focus their efforts on developing and improving their research skills and who have the ability to independently conduct a competitively-funded research program.

**ACADEMIC RANKS AND TITLES**

3. The academic ranks and related titles in research faculty appointments will be:

   a. Research Assistant Professor
   b. Research Associate Professor
c. Research Professor.

4. This series of ranks is established so that the university can recruit and retain individuals who are nationally recognized researchers and/or who show promise for developing research programs that enhance research growth areas selected by Texas State. It is intended to accommodate individuals who wish to maintain primary emphasis on research.

5. All appointments will recognize the individual's potential to provide research and training in a specific research area of interest to Texas State. The recommending unit will clearly indicate the source of funds to cover the salary and fringe benefits of the research faculty member being appointed.

6. Procedures for appointment and promotion to academic ranks related to positions in the research faculty appointments are the same as for regular appointments. (PPS 7.02, PPS 8.10).

7. If the appointment of a research faculty member is changed from the research appointment to a tenure-track appointment, years of service at Texas State will not be considered in the determination of the probationary period.

8. Research faculty can be appointed at any of the above-named academic ranks, so long as the faculty member meets the requirements.

9. A Research Assistant Professor, Research Associate Professor or Research Professor shall be appointed for a term not to exceed five years or, if for a lesser period of time, the time period specified. A faculty member may be reappointed in the research track for one or more additional terms, contingent upon continuity of funding, the individual's evaluations, and departmental need.

10. A faculty member on appointment as research faculty is eligible for all benefits except tenure.

11. Research Assistant Professor. Appointment to the rank of Research Assistant Professor is extended to an individual who:
   a. Has completed a professional credential (e.g. Ph.D. and/or postdoctoral experience) relevant to the particular professional discipline
   b. Has demonstrated research competence in the discipline
   c. Has made contributions in a research area and exhibits the potential for significant professional growth
   d. Has relevant professional presentations, workshops, or publications.
12. Research Associate Professor. Appointment to the rank of Research Associate Professor is extended to an individual who:

   a. Has completed a professional credential (Ph.D.) relevant to the particular professional discipline
   b. Has demonstrated research competence in the discipline
   c. Has made contributions in a research area and exhibits the potential for continued significant professional growth
   d. Has more than five years' experience in research beyond the terminal degree
   e. Has relevant professional presentations, workshops, or publications
   f. Has participated in relevant professional organizations.

13. Research Professor. Appointment to the rank of Research Professor is extended to an individual who:

   a. Has completed a professional credential (Ph.D.) relevant to the particular professional discipline
   b. Has demonstrated research competence in the discipline
   c. Has made contributions in a research area and exhibits the potential for continued significant professional growth
   d. Has more than ten years' experience in research beyond the terminal degree
   e. Has relevant professional presentations, workshops, or publications
   f. Has participated in relevant professional organizations
   g. Has received recognition by peers for professional contributions (for example awards).

**EVALUATION**

14. Research faculty appointees shall be subject to annual performance review as is customary for other faculty.

15. In the Research faculty track, two areas of activity are important in the evaluation of individuals for performance review, promotion, and merit:

   a. Success in securing external funds to support their research effort
   b. Professional publications, presentations, and other research related activities (equivalent to scholarly activity).

16. All promotions shall be based upon research accomplishments as determined by the department and college conducting the evaluation.
CERTIFICATION STATEMENT

17. This PPS has been approved by the reviewer listed below and represents Texas State's Division of Academic Affairs policy and procedure from the date of this document until superseded.

Review Cycle: ________________ Review Date: ________________
Reviewer: ________________ Date: ________________
Approved: ________________ Date: ________________

Gene Bourgeois
Provost and Vice President for Academic Affairs

Texas State University
Provost and Vice President for Academic Affairs
Last Updated: October 13, 2015
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