

Guidelines

Naming and Funding of Dean's Research Scholars.

Purpose: In recognition of faculty who attain extraordinary success in research, acquiring research funding and supporting graduate students and to further enable such success, such faculty may be named Dean's Research Scholar (DRS), with commensurate changes in work scope, duties and compensation.

Criteria: Eligibility for the position of Dean's Research Scholar (DRS) are:

1. The faculty member must be tenured in the contract year for which the Dean's Research Scholar applies.
2. The faculty member must have an exceptionally strong research record as measured by the protocols of the NMT "POLICY FOR APPOINTMENT, PROMOTION AND TENURE."
3. The faculty member must have a very strong teaching record at all levels, as measured by the protocols of the NMT "POLICY FOR APPOINTMENT, PROMOTION AND TENURE."
4. The faculty member must have an average of total external funding of \$250K/yr, for three consecutive years. In the case of joint proposals, the relative funding proportions must be separated.
5. They must be funding at least three annual full-time RA's (for both a stipend and tuition remission), preferably supporting undergraduate students as well, with possible exceptions noted below.
6. They must have sufficient funds to fully support their 12-month contract, as outlined below, with possible exceptions also noted below.

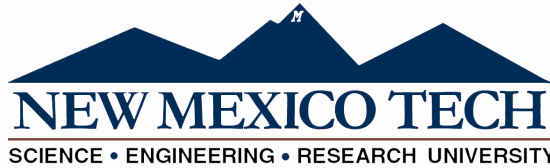
Application Process:

1. The application should consist of the following.

Note: If an applicant's proposal includes joint awards, they should only include the applicant's allocation. For example, the amount listed for a joint award's 'total award amount' would only be the applicant's allocation.

- a. cover letter that addresses the criteria.
 - For teaching, please highlight how the applicant has helped promote student success in their courses (e.g., instructional strategies).
 - For research, please include a summary for how the research was disseminated, the students that were supported, and their progress toward their respective degree.
- b. table that lists the annual fiscal year expenditures during the past three years. Along with total expenditures by year, please include a breakdown of the undergraduate and graduate students that were supported (FTE [e.g., full-time,

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half-time], duration [e.g., 12 month, 9 month], stipend/salary, and, if applicable, tuition remission).

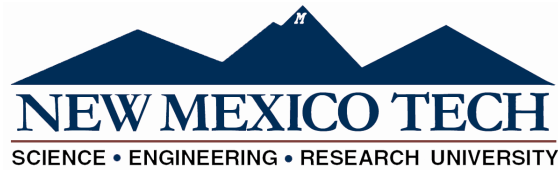
- c. table that lists the research funding and number of students supported by the applicant's grants during the proposed contract year. For each grant, please include:
 - the total award amount,
 - the projected expenditure for proposed contract year,
 - and the projected annual expenditures for each student being supported in the proposed contract year. For student support, please include their name, degree program (e.g., Ph.D., M.S., undergraduate), FTE (e.g., full-time, half-time), duration (e.g., 9 month, 12 month), stipend/pay, and, if applicable, tuition remission in separate columns.
 - d. table that outlines the proposed 12-month salary for the applicant, as supported by AA and external funding.
2. Faculty are encouraged to discuss this with their Department Chairperson by January 31.
 3. Faculty submit their application to the Office of Academic Affairs (vpaa@nmt.edu) with a copy to their Dean and department chairperson by April 1. All applications should be submitted, approved, and processed by June 30 to allow time for the appropriate revision and implementation of the award year's contract that typically begins in early August.

Note: Having a sufficient amount of funding does not guarantee selection as a DRS. Applicants need to demonstrate their ability to have consistently met the criteria of a DRS.

Terms of Appointment:

1. These 12-month appointments retain the pre-appointment tenure and rank of the faculty member. The new appointment structure does not, in any way, dissolve tenured status.
2. The 12-month contract will be negotiated on a year-to-year basis with institutional base salary determined by combining the academic and research funding available to the appointee for the year.
3. Appointees must receive a one-course teaching load reduction to focus on greater graduate student research mentoring. Additional course reductions may be acquired through a buyout.
4. The allowed increase in pay rate should be in the range 10-25% as per the higher pay rates that research faculty typically earn. Requests of less than 10% will be considered on a case-by-case basis.
5. At any point in the future, the faculty member is free to return to a traditional 9-month contact at the rate that they were paid prior to their appointment Dean's Research Scholar and Professor (any rank), with the proviso that the 9-month salary will be adjusted to account for the increases in pay that would have occurred over the intervening period. All time, effort, results, and performance spent as a Dean's Research Scholar will count toward any subsequent promotion considerations.

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Issues and Exceptions: Exceptions and other issues that must be addressed at the time of appointment are:

1. Departmental teaching needs: the Dean and the Chair must work out a means in advance to cover the load.
2. It may be possible, depending on AA's financial situation and willingness, to appoint a faculty member a DRS even when a funding agency such as, for example, the NSF does not allow the faculty funding arrangement listed above. In such cases, it is expected that the faculty member fund at least one additional full-time RA from one or more of their grants or contracts.
3. Faculty who fund both post-docs and full-time RAs may, for the purposes of eligibility, petition to exchange an RA position for a post-doc position.
4. Other, currently unforeseen exceptions may also be possible.

Revision History

- November 21, 2023 Council of Chairs approval, December 2023 Faculty Senate notification: Minor suggested changes to criteria, funding requirements of graduate students, and clarification on the course release provided by AA. Introduced section that outlines the application process.

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