

EES Department Policy on Research Faculty

Revised 10/24/08

Appointment: Research Faculty in Earth and Environmental Science are appointed by the joint consent of the EES faculty and the New Mexico Tech Administration. Research Faculty appointments are non-tenured and, barring special arrangements, will be 25 to 100% supported by soft money.

Research Faculty will be appointed at the level of Assistant, Associate, or Senior Research Professor. Appointment requires a majority vote of the EES faculty, and a letter of appointment from the Administration (President or President's designate).

Salary: Following negotiation among the prospective Research Faculty, the EES Chair, and the Administration, a 3-12 month soft money salary, as appropriate, will be set in the Administration's letter of appointment at levels commensurate with other EES faculty appointments.

Roles, Resources, and Responsibilities:

- P.I. authority and grant-writing authority on behalf of NMT and EES.
- Can be research advisors for graduate students.
- Will fully participate in and support EES department activities.
- Will be present in the department on a regular basis.
- Will be equitably accommodated by the department in the consideration of office and laboratory space, computers, and other relevant department resources.
- Involvement in student advising, academic curriculum, teaching, and other pan-department activities is encouraged.

Annual Review: Research Faculty will submit department Professional Activity Reports annually for evaluation by the EES Chair, whereupon merit raise consideration will proceed through normal channels in association with the general annual faculty review process. The EES Chair and Administration will devise an appropriate formula that reflects the Research Faculty's balance of activities. Upon successful review, a salary adjustment will be set and a letter of reappointment will be issued by the Administration.

Promotion: An Assistant or Associate Research Professor, following career development of national and international significance, may petition for promotion. In this case EES Faculty will convene a promotion committee that will solicit external letters as well as comments from within EES and, as appropriate, from elsewhere on campus. A recommendation on promotion will be forwarded by the EES Chair along with the academic year's Professional Activity Report to the Administration for consideration of promotion and associated salary adjustment.