

## **Promotional Criteria for Research Associate Rank, Proposed text (updated 2/6/23)**

Research Associate: a fixed-term paid appointment with primary duties in the area of research, typically undertaken as part of a research team or lab. A Research Associate will typically perform duties leading a research project, including developing grant proposals, publishing, making decisions related to the management and conduct of research, and more. Effective September 16, 2021, ranks are Research Associate, Senior Research Associate I, and Senior Research Associate II.

Eligibility for Promotion: Unless granted credit for prior service, academic faculty members in the Fixed-Term Instructional and Fixed-Term Research categories are eligible for promotion when both of the following conditions are met: at least four years have elapsed since their initial hire date or last promotion, and they have accumulated a minimum of 3.0 FTE years in service since their initial hire date or last promotion.

Use these Fixed-term eligibility calculators for [Academic Year \(9-month\)](#) faculty or [Fiscal Year \(12-month\)](#) faculty.

Effectiveness in conducting and disseminating research are essential criteria for appointment or advancement. Evidence of effectiveness is dependent on discipline and job responsibilities. In all cases, promotion is granted for achievement, not for years in rank, and should be based on accomplishments and excellence in the duties described in the employee's position description. All dossiers should also include evidence of contributions to the university's diversity, equity, and inclusion goals.

To be promoted to Senior Research Associate I, a candidate should demonstrate:

- a high level of effectiveness in conducting and disseminating research, investigations, or other activities appropriate to their field through documented communications and impacts, and
- a record of substantive achievement and professional growth in the performance of assigned duties.

Fixed-Term Research faculty who have passed the first promotion in rank are eligible for a two-year fixed-term contract.

To be promoted to Senior Research Associate II, a candidate should demonstrate:

- sustained record of high effectiveness and evidence of growing independence and/or leadership in conducting and disseminating research, investigations, or other activities appropriate to their field through documented communications and impacts, and
- sustained record of substantive achievement and professional growth in the performance of assigned duties.

Fixed-Term Research faculty who have passed the second promotion in rank are eligible for a minimum of a two-year fixed-term contract.