

Note: Verbiage above the dotted line is included only for context related to the position and is determined by the Collective Bargaining Agreement (CBA). The verbiage below the dotted line is the actual promotion criteria that Faculty Senators will be asked to consider and approve.

Promotional Criteria for Faculty Research Assistant Ranks

Faculty Research Assistant (FRA): a fixed-term paid appointment with primary duties as members of a team under the direct supervision of other faculty researchers. The duties of FRAs vary widely and include project assistance, extension programming, laboratory management, field crew leadership, curation, library research, programming, and more. Ranks are Faculty Research Assistant, Senior Faculty Research Assistant I, and Senior Faculty Research Assistant II.

Eligibility for Promotion: Unless granted credit for prior service, individuals 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 [\(9-month\)](#) faculty or [\(12-month\)](#) faculty.

At each promotion juncture, fixed-term faculty who have achieved promotion in rank are eligible for multi-year contracts. For further information, see the [Academic Appointment Guidelines](#).

PROMOTION CRITERIA

Strike-through text indicates proposed deletions; blue text indicates proposed additions; red text indicates changes since the January 11, 2024, faculty senate meeting.

For research effort in the candidate's assignment, effectiveness in conducting and/or 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 [from FRA to Senior FRA I], a candidate must:

- have a graduate degree appropriate to the field in which the research activities are performed, or comparable educational or professional experience;
- demonstrate a high level of competence, achievement, and potential in research, or serve effectively in a position requiring high individual responsibility or special professional expertise;
- demonstrate a high degree of initiative in research and leadership among research colleagues in the department, as documented in authorship, management responsibilities, and creative approaches to research.

To be promoted [from Senior FRA I to Senior FRA II], a candidate must have a sustained record of exceptional achievement and evidence of professional growth and innovation in assigned duties.

To be promoted from FRA to Senior FRA I, a candidate should demonstrate:

- a record of substantive achievement and professional growth in the performance of assigned duties, and
- responsibility and/or independence in assigned duties

To be promoted from Senior FRA I to Senior FRA II, a candidate should demonstrate:

- a sustained record of achievement and professional growth, as well as innovation, in the performance of assigned duties, and
- an increased level of responsibility and/or independence in assigned duties, **including which might include** management or leadership tasks

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