

DEPARTMENT OF MARINE SCIENCES
GUIDELINES FOR APPOINTMENT AND PROMOTION OF RESEARCH SCIENTISTS

Approved by the Department of Marine Sciences
May 1, 2009

OVERARCHING POLICY:

The Office of the Vice President for Research (OVPR) has established a new umbrella policy to more clearly define the role of the Research Scientist position at UGA. The new Research Scientist policy can be found on the OVPR web site at the following address: (<http://www.ovpr.uga.edu/docs/>). For comparison to other Ph.D. positions, OVPR policy for Postdoctoral Research Appointments and the Research Professional IV can also be found on the OVPR website. In accordance with OVPR rules, each department at UGA must further specify their own set of timelines, expectations and privileges for a Research Scientist. The following are additional details for the privileges, expectations, and evaluation criteria for this position as required to implement OVPR policy to the Department of Marine Sciences' (MarSci) best benefit.

Briefly, for MarSci, all non-tenure track Ph.D. positions will fall into three defined categories: Post-Doc (at UGA to work with a particular faculty on a particular project, now limited to 5 years by OVPR), Research Professional IV (the most senior research staff position, working at the highest research level with a sponsoring faculty; does not undergo rigorous promotion review on a pre-determined schedule; generally funded by a specific faculty or extramural program; no expectation of independent research program), and Research Scientist (an independent non-tenure track researcher with expectations as defined below). As with all positions in MarSci, it should be said that all policies and arrangements made between the department and a Research Scientist are contingent on availability of funds and resources.

As a general framework, the following policies are meant to encourage a Research Scientist to view this position as an attractive, professional path for development of a world-class research program, alternative but parallel to that of a UGA tenure/tenure track (T/TT) faculty position. The intent of these rules is to promote an environment that will elevate Research Scientist collaboration and participation with MarSci faculty and students.

DETAIL OF DEPARTMENTAL GUIDELINES:

1. ***Duties:*** While exceptions to the norm can be defined (compatible with the OVPR policy), unless otherwise specified by the MarSci Chair in writing, the definition of duties for a Research Scientist will be exactly those found for the research component of a T/TT faculty member as defined in the departmental Promotion and Tenure Criteria document, in the "Criteria for the Ranks" section found on the departmental web page at http://www.marsci.uga.edu/fac_staff/Dept.pdf. In accordance with OVPR policy, the Research Scientists can serve as head PI on grants and advise students. Just as for T/TT faculty, appointment to the Graduate Faculty is required to serve as Major Professor for graduate students.
2. ***Annual Review:*** The MarSci Chair will perform the Annual Review based on the same criteria as those specified for the research component of the T/TT faculty in MarSci on the same time frame as those for the T/TT faculty.
3. ***Progression through the Ranks:*** Essentially the same as for T/TT evaluation in MarSci. The 3-year review, performed by a committee of 3 T/TT faculty appointed by the Chair, will specifically evaluate the development of an independent research program beneficial to the Department. A short written report with a recommendation from the committee for either (1) continued service as Research Scientist, (2) reclassification to Research Professional IV, or (3)

termination, will be brought to a full T/TT faculty meeting for discussion and decision, with a majority vote of T/TT faculty required for approval of a specific action. Discontinuous service or appointments less than full-time can be considered on an ad hoc basis with criteria prorated to individual situations.

4. *Promotion Details:* Requirements are the same as for the research component of a T/TT faculty in MarSci. Unless a teaching or service component is specifically defined in writing, performance in securing funding and producing publications will be the primary basis for evaluation. External review of the promotion package will be solicited to evaluate research impact and professional stature.
5. *Faculty Meetings:* Most of the same rights for voting and discussion as those given to tenure track faculty. Exceptions are that Research Scientists cannot attend meetings or vote when tenure and/or promotion issues for tenure track faculty are discussed and they cannot attend meetings or vote when promotion issues are discussed for other Research Scientists of the same or higher rank. Research Scientists that depend on a T/TT faculty for more than 50% of their salary and/or are dependent on a T/TT faculty for their research space and equipment, may be asked by the MarSci chair to abstain on votes that would be viewed as “in conflict” with regard to their supporting T/TT faculty collaborator. If at any time the majority of T/TT faculty decide that a Research Scientist should not be included in discussions, this decision will be honored.

DEPARTMENTAL SPACE:

1. *Office:* Each Research Scientist will be given office space. Office quality and location will be at the ultimate discretion of the Department Chair and the Space Committee. In situations where the Research Scientist collaborates directly with a specific T/TT faculty (i.e. shares lab space and equipment), office space may be negotiated between the “host” faculty and the Chair with the expectation that the office can be assigned within the T/TT faculty’s assigned space. Decisions will be based on current and anticipated availability.
2. *Lab:* Lab space will be negotiated on an individual and ad hoc basis. Research Scientist appointments that collaborate directly with a specific T/TT faculty (i.e. shares lab space and equipment), will normally not be assigned additional laboratory space unless specifically negotiated. As required by prescribed duties, the Department’s “discretionary” lab space may be assigned by the Department Chair and the Space Committee. Funded projects that require additional space must be carefully vetted prior to proposal submission and there is no assumption that additional space will automatically come with a successful proposal.

As for facility support, each Research Scientist should expect the MarSci department to promote, within reason and according to available resources, a productive working environment that allows progression toward the research output required for successful career progression.

**MARINE SCIENCE DEPARTMENT
POLICY FOR RESEARCH SCIENTIST POSITION
ADDENDUM**

For those individuals that are already appointed as a Research Scientist within the Marine Science Department at the time that the new “Policy for the Research Scientist Position” is initiated, there are two options. When choosing, it is advised that current Research Scientists discuss these options with the Department Chair and other Marine Science Faculty in order to make a fully informed decision that will best serve all individuals concerned.

1. Continue in their current position. This choice should be taken by individuals that wish to develop an independent, self-funded research program at the highest level within the MarSci department. In this scenario, the timeline for evaluation for promotion can take one of two paths. Either a person’s time already served as Research Scientist can be applied toward progress through the job track, or the clock can be reset with the initiation of the new policy. The choice must be made within one month of notification that the new policy is enacted. In making this decision, individuals should read carefully the policy above and remember that the evaluation criteria for research and time lines for promotion at this position are exactly the same as those for T/TT faculty found on the Departmental web page at http://www.marsci.uga.edu/fac_staff/Dept.pdf.
2. Ask for reclassification to Research Professional IV. This choice should be taken by individuals that wish to pursue research at the highest level in collaboration with, and under the auspices of a specified tenured or tenure-track faculty. Requirements for this position are negotiated with the sponsoring T/TT faculty. The Research Professional IV is not evaluated under the policy outlined above.

Both of these positions will accommodate Ph.D. level research at the highest international level and are meant to facilitate continued, quality contributions to the research vigor of the department. The benefits and responsibilities associated with each should be carefully considered when deciding which path to take.