B. Research Faculty
Research Faculty are comprised of all persons with the title of Research Professor of Psychology, Research Associate Professor of Psychology, and Research Assistant Professor of Psychology. These are non-tenure-track fixed term contract positions. Research track faculty shall be engaged in funded research related to the mission and goals of the Department.

G. Voting Privileges
Voting privileges on departmental matters are extended to members of the tenured and tenure-track Departmental faculty as well as Clinical Faculty (on issues not related to tenure-track appointment, promotion and tenure decisions). Tenure track faculty with appointments in the Department of less than 50% FTE or who have their TIU in another Department are not eligible to vote. Research, associated, courtesy and emeritus faculty do not have voting privileges on departmental matters.

Research Faculty (Research Asst. Prof; Research Assoc. Prof; Research Prof)
Research faculty members are expected to contribute to the university’s mission via research.

In accord with Faculty Rule 3335-7-34 (http://trustees.osu.edu),

a research faculty member may, but is not required to, participate in limited teaching activities in the area of his or her expertise. However, teaching opportunities for each research track faculty member must be approved by a majority vote of the TIU’s tenure-track faculty. Under no circumstances may a member of the research faculty be continuously engaged over an extended period of time in the same instructional activities as tenure-track faculty. Research expectations are similar to those for the tenure-track, albeit proportionally greater since 100% of effort for faculty members appointed as research faculty is devoted to research. Specific expectations are spelled out in the letter of offer.
3 Research Faculty
The eligible faculty for appointment reviews of research faculty consists of all tenure-track faculty whose tenure resides in the Department and all clinical faculty whose primary appointment is in the Department. For an appointment at senior rank, a second vote is taken by the faculty members eligible to vote on the rank under consideration.

4. Research Faculty
Research Faculty members are comprised of all persons with the title of Research Assistant Professor of Psychology, Research Associate Professor of Psychology, and Research Professor of Psychology. These are non-tenure-track fixed term contract positions. Research faculty shall be engaged in funded research related to the mission and goals of the Department.

Appointment of research faculty entails one- to five-year contracts. The initial contract is probationary, with reappointment considered annually. If the Department wishes to consider contract renewal, a formal review of the faculty member is required in the penultimate year of the current contract period. The ability of the research faculty member to procure funds to support research is an important consideration in the renewal evaluation. Tenure is not granted to research faculty. For more information see Faculty Rule 3335-7 (https://trustees.osu.edu/university/facultyrules)

a. Research Assistant Professor
Appointment at the rank of Research Assistant Professor requires that the individual have a doctorate and a record of high-quality publications that strongly indicate the ability to sustain an independent research program. Evidence of success in obtaining some degree of extramural funding is deemed necessary to be appointed at the rank of Research Assistant Professor.

b. Research Associate Professor and Research Professor
Appointment at the rank of Research Associate Professor or Research Professor requires that the individual have a doctorate and meet, at a minimum, the Department's criteria for promotion to these ranks. Evidence of success in obtaining some degree of extramural funding is deemed necessary to be appointed to the rank of research associate or research professor.

Research and Clinical Faculty
The process for hiring research and clinical faculty is generally the same as that outlined for tenure-track faculty on the Columbus Campus. On some occasions, the Department (by majority
vote) may determine that exceptions to the typical hiring process occur (e.g., dispense with a
research colloquium when the responsibilities of the clinical hire are largely teaching, etc.).
Exceptions to a national search only require approval by the college dean.

Transfer from the Tenure-track
Tenure-track faculty may transfer to a clinical or research appointment if appropriate
circumstances exist. Tenure is lost upon transfer, and transfers must be approved by the
Department Chair, the College Dean, and the Executive Vice President and Provost.
The request for transfer must be initiated by the faculty member in writing and must state clearly
how the individual’s career goals and activities have changed. Transfers from a clinical
appointment and from a research appointment to the tenure-track are not permitted. Clinical
faculty members and research faculty members may apply for tenure-track positions and
compete in regular national searches for such positions.

V. Annual Review Procedures

Research and Clinical Faculty

1. For research and clinical faculty, the annual documentation requirements, faculty review
procedures, and feedback are generally the same as those outlined above for the Columbus
campus tenure track faculty except the focus of the review is on research activity (e.g.,
publications, grants) for research faculty and on clinical and professional training and
instructional activities (e.g., course SEIs; student feedback) for clinical faculty.

2. The initial contract is probationary, and individual faculty will be informed by the end of each
year as to whether he or she will be reappointed for the following year. By the end of the
penultimate year of the term contract and following an advisory vote of the eligible faculty, the
Department Chair may decide to renew or not renew the contract. The Chair will inform the
faculty member of his or her decision. In the event that a new contract is not extended, the final
year of the term contract is the terminal year of employment. There is no presumption that a new
contract will be extended. In addition, the terms of a contract may be renegotiated at the time of
reappointment.

3. If the position is to continue, a formal performance review for reappointment is necessary in
the penultimate contract year to determine whether the faculty member will be offered a new
contract. This review proceeds identically to the Fourth-Year Review procedures for tenure-track
faculty. External letters of evaluation are not solicited. There is no presumption of renewal of
contract.

4. During and until the end of the second and subsequent contract periods, research and clinical
faculty appointments may be terminated for not meeting the terms of the contract (e.g., failure to
obtain extramural support for the research; provide appropriate high quality clinical activities).
The Chair will consult with departmental faculty if substantial changes to the initial contract are
under consideration. Appointments may also be terminated during a contract period for cause
(see rule 3335-5-04 3335-5-02.1 of the Administrative Code), or financial exigency (see rule of
the Administrative Code), and the termination decision for either of these reasons shall result
from procedures established by faculty rules. A contract may be renegotiated during a contract period only with the voluntary consent of the faculty member.

5. Decisions to reappoint or not reappoint by the Department Chair will be final, and a copy of the letter of appointment or termination letter will be forwarded to the college. The non-renewal form must also be submitted to the Office of Academic Affairs, along with a copy of the non-renewal letter sent to the faculty member, by June 1st of the year in which the non-renewal occurs.

VII. Promotion and Tenure and Promotion Reviews

Research and Clinical Faculty:
a. Promotion of Research or Clinical Faculty to the rank of Associate Professor in the Department requires excellence in scholarship for research faculty and innovative/effective teaching or high quality service for clinical faculty. The claim that promotion of the candidate will improve the overall quality and standing of the Department and Program Area(s) in the relevant domain (research, clinical service, or teaching/service) must be supported. Internal cases for promotion and external hires at this rank should be equally strong. The promotion of Research Faculty would necessitate a demonstration of a thematically focused, systematic, and funded research program that contributes to knowledge in an area of expertise valued by the Department. The promotion of Clinical Faculty would require demonstrated improvements in the departmental curriculum (design of new courses or programs, innovations in the delivery of courses, attention to practices of assessing whether courses are meeting learning goals) or enhancements in the pedagogical expertise for graduate students and faculty within the Department.

Department Promotion and Tenure Procedures:
a. Individual faculty normally are put forward for promotion to Associate Professor with tenure at the time mandated by OAA regulations. Requests for non-mandatory tenure review (i.e., early tenure or for promotion to Associate Professor of research and clinical faculty) can be brought forward at the annual Spring semester meeting of the Promotion and Tenure Committee by any member of the committee. Prior to this, however, the nominator(s) should seek the advice of the Department Chair, the Chair of the Faculty and Staff Evaluation Committee, and the tenured faculty in the candidate’s program area. Once a candidate’s name is brought forward, a non-mandatory (i.e., early) review will be initiated if approved by a majority of the Committee of Eligible Faculty in a secret ballot, and approved by the candidate. Failing a majority vote, the Chair also can request an early review with the candidate’s approval.

b. Individual faculty normally are put forward for promotion to Professor (tenure-track, clinical, or research faculty) when nominated by one or more of the Professors in their substantive program areas. However, requests for promotion from Associate to Professor can be brought forward at the annual Spring semester meeting of the Committee of Eligible Faculty by any Professor in the Department. Prior to this, however, the nominator(s) should seek the advice of the Chair, the Chair of the Faculty and Staff Evaluation Committee, and the professors in the candidate’s program area or area of
specialization. Once a candidate’s name is brought forward, a review for promotion will be initiated if approved by a majority of the voting committee members in a secret ballot, and approved by the candidate. Failing a majority vote, the chair can request a review for promotion to Professor with the candidate’s approval. A tenured faculty member cannot be denied consideration for promotion (when he or she requests it) more than once.

The procedures for promotion of research and clinical faculty will comport with the above procedures for tenure-track faculty, though the purview of the review is focused on research for research faculty and on teaching and service for clinical faculty.