

MEMORANDUM

TO: Academic Program Group
Research Unit Directors

FROM: Rebecca Cunningham, Interim Vice President for Research

DATE: August 1, 2019

SUBJECT: Promotion Recommendations for Research Scientists

This memorandum summarizes the procedures that need to be followed for promotion recommendations for individuals appointed to the Research Scientist (RS) track. The RS track includes individuals holding the following ranks:

- Research Investigator¹
- Assistant Research Scientist
- Associate Research Scientist
- Research Scientist

The University of Michigan Office of Research (UMOR) is responsible for oversight and administration of promotions for the RS track faculty. All promotions to the ranks of Associate Research Scientist and Research Scientist must be reviewed and approved by the Vice President for Research. As a reminder, Schools and Colleges on the Ann Arbor, Dearborn, and Flint campuses, along with the Life Sciences Institute and the Institute for Social Research, have the authority delegated to them by the Vice President for Research to make promotions to the Assistant Research Scientist rank. Units that report to UMOR must submit their promotion recommendations to the Vice President for Research.

I am asking for your cooperation to ensure that the promotion review process for our Research Scientists is thorough, equitable, and timely. Specific dossier requirements accompany this memo and I encourage you to pay close attention to all of the required elements which include, but are not limited to: 1) copies of all correspondence to potential reviewers (including those individuals who are unable to provide a letter); 2) a current and complete curriculum vitae that must include a listing of all current sponsored research and an accurate and updated publications listing; and 3) a thorough and comprehensive report from the Promotion Review Committee that accurately summarizes the outcome of the committee's deliberations. Please note that we are unable to accept incomplete dossiers, so please be very thorough as you assemble the dossier.

As a general guideline, please keep in mind that putting the proper effort into preparing the promotions casebook is crucial to this process. This includes establishing a Promotions Review Committee to review each candidate. The Committee membership should include peers at an equal or higher rank than the proposed rank for the candidate, and should have at least one member from outside the department or unit. Please take care in selecting arm's length non-U-M reviewers of the candidate's work to get the most objective view. We do not consider former teachers, advisors, mentors, or current or former colleagues to be "arm's length." Co-authors or major research collaborators are also not "arm's length" unless the most recent shared work occurred over 10 years prior to the promotion. Co-authorships on major academy reports of less than 10 years may be granted exceptions, but please check with the Office of the Vice President for Research for clarifications.

Please forward this memorandum and the attached casebook template to Department Chairs, Program Heads, or others in your unit who are directly responsible for the promotional review of Research Scientists. These materials are also available electronically at:

<https://www.research.umich.edu/office-research/research-faculty-policies-procedures>

Recommendations for RS Track Promotions to Associate Research Scientist and Research Scientist

UMOR considers RS promotions just once a year (as is true for all faculty appointments). This ensures that a common frame of reference is used in making these decisions and enables UMOR to review the total research faculty promotional pattern within the University. Accordingly, recommendations for all RS promotions, the effective date of which would be September 1, 2020, are due:

Deadline: Wednesday, February 12, 2020

Please note that the schedule for the RS promotion review process is the same as that of all faculty promotions and that casebooks are to be submitted electronically following UMOR instructions.

Promotions of Research Faculty holding Multiple Appointments

If a research faculty member holds appointments in more than one unit (whether as research, clinical, or instructional faculty), the units involved are strongly urged to collaboratively and simultaneously conduct the promotion review process. Use the same letters of recommendation for both instructional, clinical, and research faculty promotion processes, and be certain to include a statement in your letter of solicitation indicating that the letter of recommendation will be shared with the Promotions Committee, Dean/Director, Provost and Executive Vice President for Academic Affairs, and Vice President for Research. Please note that **separate casebooks are not necessary**, but if the research and instructional faculty appointments do not report to the same Dean/Director, then both Dean(s)/Director(s) should sign the appropriate forms and submit their respective letters addressed to both the Provost and Executive Vice President for Academic Affairs, and the Vice President for Research.

Affirmative Action Responsibilities

In reviewing Research Scientists for promotion, units are reminded of their affirmative action responsibilities and are encouraged to carefully consider promotions to ensure that they are not affected negatively by considerations of gender, race, age, or other irrelevant characteristics.

Notification

The Office of Research will complete the review of all RS promotion dossiers and will notify deans and departments of the decisions no later than June 1, 2020. I would also like to remind you that it is the Dean's/Director's responsibility to contact individual faculty regarding a negative decision for promotion.

Please contact the Office of Research at 763-1290 with any questions about the promotion process.

cc: Patty Smith
Rebecca Cunningham
Martin Philbert
Mark S. Schlissel

Attachments

¹ Entry level position appointed directly by the individual school, colleges, Dearborn, LSI and JSR. There is no promotional path to this rank.