

Institute for Behavioral Genetics
Policies and Procedures
IBG Policies on Research Professors
Proposed to IBG Directorate, August 17, 2022

Motivations for hiring research professors.

From the perspective of IBG:

- Research professors can increase the intellectual vitality of the institute
- Research professors can help in terms of mentorship and service work
- Research professors can help IBG financially in terms of increased ICR returns

From the perspective of Assistant-level research professor applicant:

- the job title may help the applicant in future grants or employment opportunities
- the salary may be substantially higher than alternatives (e.g., research associate)

From the perspective of Associate- or Full-level research professor applicants:

- the job is likely to come with competitive salaries
- the job has low service and teaching expectations relative to tenure-track positions, allowing research professors to concentrate on conducting world-class research

Limits on the number of research professors

There are no university-imposed limits on the number of research professors that IBG may extend offers to. However, offers should be made to research professors only when IBG has sufficient resources and office/lab space to meet the needs of the applicant.

Requirements

Research professor positions can be offered to individuals who (a) hold a doctoral degree or equivalent; and (b) can cover their salary for at least the next three years at the date of hire. Furthermore, research professors should optimally bring in most of their salaries from grants that they are principal investigators on, although it is understood that it can take time for Assistant Research Professors to achieve this benchmark.

Recruitment

External research professor nominees may apply directly for open positions announced on the IBG website or by reaching out to the IBG Director. Internal research professor nominees will often be recruited from among postdoctoral fellows at IBG who receive a (e.g., K) career award. It may be specified in their institutional letter of support that nominees who receive the career awards will be given an opportunity to become research professors, following the procedures described here.

Hiring Procedures

For all (internal and external) research professor applications, IBG will form an ad hoc 2-person search committee to review applicant material. This 2-person committee shall not include the applicant's current or past primary mentor. Research professor applicants should submit a cover letter, a CV, a Research Statement, a Teaching Statement, a Service Statement, two letters of

recommendation, and examples of the nominees published work to the search committee. The search committee will review the applicant materials and provide their recommendation to the IBG Director, who will decide whether to proceed with the nomination. Such applicants will be asked to visit IBG to interview with IBG faculty and to give a colloquium. At the discretion of the search committee and IBG Director, these visits can be conducted remotely for external candidates. Following the visit, the Directorate will vote on whether to extend an offer to the candidate and, at the same time, vote on whether the research professor candidate will be an IBG Faculty Fellow. Candidates must receive majority vote at a meeting of the Directorate for each vote to pass.

The term of appointment is three years for Research Assistant Professors and five years for Research Associate Professors or Research Professors, and is renewable upon the recommendation of the home unit and favorable review and recommendation by the RIO Advisory Board

Funding

It is expected that research professor will have their salaries and benefits funded by sponsored research programs. Unless otherwise specified in the offer letter, IBG will not provide financial support for individuals in the Research Professor series. Research professors may choose to supplement their income, e.g., by teaching, effort on other grants, clinical work, or consulting work so long as this does not violate the terms of their grant funding.

Salary & Benefits.

Salary will be defined in the offer letter to the candidate. Research professors supported by NIH or NSF career awards will be offered the maximum salary allowable by the awarding agency. For research professors supported by awards for which there is no such maximum, salary will be commensurate with those of tenure track faculty of similar rank (Assistant/Associate/Full), experience, and record. Unless the research professor is already at agency mandated maximum salaries, yearly salary raises will be decided by IBG's salary committee. For purposes of annual merit evaluation, efforts and accomplishments will be assessed according to the following formula: 75% scholarly and creative work, 20% instructional/mentorship work, and 5% service.

Research professors are eligible to participate in University of Colorado benefits programs, including health and life insurance and retirement programs; for additional information, see <http://www.cu.edu/employee-services/benefits>. Positions which are less than 50% time are ineligible for health, life insurance, and retirement programs. The University of Colorado has a generous leave benefit. Full-time appointments accrue 14.67 hours of vacation per month, or 22 days per year; and 10 hours of sick leave per month, or 15 days per year. Leave accruals are pro-rated for appointments less than 100% time.

Voting Rights

Research professors who are IBG Faculty Fellows will have full voting rights, as with other institute rostered Faculty Fellows.

Office & Lab Space

Research professors will be entitled to the same lab and office space considerations as other tenure track faculty. Office and lab space assignments will be made by the IBG Director at the time the research professor candidate is hired. Labs are a shared resource at IBG, and in consultation with the space committee, lab space may need to be reassigned or redistributed based upon needs of the totality of IBG faculty.

Research Expectations.

Research professors are expected to maintain a high degree of research productivity in terms of first- or last-authored publications, conference/colloquia presentations, and extramural funding. Research professors who do not cover most of their salary on grants for which they are principal investigators are expected to submit grants that could help them obtain such funding regularly (at least yearly).

Teaching & Mentorship Expectations.

Research professors typically have no classroom teaching expectations. However, in coordination with an academic department, they may choose to teach courses to supplement their income so long as this does not violate the terms of their grant funding. Teaching activities may also involve guest lectureships, teaching at workshops, etc.

Research professors may co-advise graduate students who are admitted to the IBG certificate program. Research professors who wish to be primary mentors and accept graduate students to a program must be affiliated with an academic department. Such an affiliation will typically require a vote of the faculty in that department. Research professors affiliated with a department may also choose to supervise undergraduate students for course credit or on a volunteer basis.

Service Expectations.

Service to IBG allows research professors to have a voice in the direction of the institute. As such, research professors will be assigned to committees in a way that capitalizes on their interests and skillsets. Such workloads are typically light and should not detract from their effort on funded grants.

Reappointment.

If reappointment is desired by the faculty member in consultation with the IBG Director, an application for reappointment is required six months prior to the end of the current appointment period. The evaluation of nominees for reappointment will focus on three areas, in order of importance: (1) research, including publications at high quality journals and the ability of the candidate to obtain sustained funding; (2) instructional activities, including graduate and/or undergraduate student advising, and (optionally) performance in classroom teaching; (3) service. Although similar criteria may be used to evaluate the three research professor categories, the level of expectation increases with the rank and should be consistent with the respective position descriptions (see <https://www.colorado.edu/researchinnovation/hr/research-professor-series>).

The application for renewal submitted by the Director to RIO should include:

- a. Current CV
- b. A letter from the Director assessing the nominee's performance that includes:
 - a report of IBG faculty vote count on the nominee's reappointment

- the nominee's contributions to the specific research project(s) he/she was involved in during the previous appointment period
 - an evaluation of the nominee's instructional activities
 - the impact of the nominee's research/instructional activity on other programs within the University; the interdisciplinary research, instructional activities, or student advising
 - an assessment of the nominee's efforts in securing extramural funding, a list of proposals submitted and awarded; award duration and amounts and the role the nominee played in such proposals (P.I., co-P.I., co-I. or other)
- c. A statement from the Director indicating:
- institutional commitment, including lab and office space
 - fraction of a financial back-stop for salary between grants IBG is willing to provide
- d. Annual FRPAs completed during the previous appointment periods.
- e. A summary of FCQs for any course(s) taught by the nominee.
- f. Letters of evaluation from the students supervised by the nominee
- g. At least two letters of evaluation from other faculty at IBG or other academic units at CU.
- h. A brief (1-2 page) statement by the nominee summarizing proposed research activities.
- i. A brief (1-2 page) statement by the nominee summarizing proposed instructional activities.

Promotion Criteria.

After two consecutive reappointments and contingent on expected progress, Assistant and Associate Research Professors and the IBG Director should consider seeking promotion. The evaluation of nominees for promotion should focus on significant growth in research, procurement of extramural funding, education (particularly graduate student advising), and service. Although similar criteria can be used, the level of expectation increases with the rank and should be consistent with the respective position descriptions (see <https://www.colorado.edu/researchinnovation/hr/research-professor-series>).

The application for promotion submitted by the Director to RIO should include all the information described above for reappointment, plus:

- a. No more than 5 sample publications.
- b. At least 5 letters of evaluation assessing the nominee's research and other professional efforts, from qualified scholars outside the university.
- c. Any other information submitted by the nominee that the nominee believes will assure an adequate evaluation of his/her promotion.

Additional Information.

<https://www.colorado.edu/researchinnovation/hr/research-professor-series>