



# Research Professor Positions at UIUC

## why and how

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# Motivation

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- Not everybody fits the tenure mold
  - good for the department, but will not make it through tenure process
  - different mix of research/teach, part time...
- Special situations
  - failed tenure case, spouse...
- Makes the dept/college stats look good
- Current situation: 5 research professor (1 assistant, 4 associate) vs. 50 tenure track
  - up from 0 three years ago and growing
  - all but one have part time res. prof. appointments and part time lecturer appointments.

# Procedures

- University does not have consistent policies; dept. did not have any either until recently
- Appointments & promotions:
  - internal process similar (but less strict) as for tenure-track; no (real) review at college/campus level; similar criteria as for tenure track (but applied more leniently, in practice)
  - periodic (5 year) review
- Need appointment in Graduate College to advise students; such appointment is pursued by default
- Can be PI on grants
- No voting rights in department (but few decisions taken by formal vote, anyhow)

# Issues

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- One year, renewable contract; no long-term commitment (on paper)
  - in theory, less stability than in an academic professional position
  - in practice, fraction of salary is funded from hard money and positions are stable
- University has no clear policy
  - faculty is of two minds: no 2<sup>nd</sup> class citizens vs. the benefits of research professors (faculty in liberal arts more opposed)
- Status of research professors in the dept. is “work in progress”