

## Research Assistant Professor Appointment Guidelines

The University of Michigan Office of Research (UMOR) has developed a set of [guidelines and criteria](#) pertaining to appointment of research-track faculty, including the rank of Research Assistant Professor. In the College of Engineering (CoE), this rank is reserved exclusively for those individuals that the College plans to consider for future appointment to a tenure-track position. Candidates for Research Assistant Professor will be evaluated through a department-wide interview process (similar to that conducted for tenure-track faculty candidates), and must be recommended by the department following standard departmental procedures. Appointment to the rank of Research Assistant Professor requires further approval of the CoE Associate Dean for Academic Affairs and the CoE Executive Committee. This approval entails commitment by the College that a tenure-track faculty slot will be available should the individual qualify for such appointment by the end of their term as Research Assistant Professor.

In addition, UMOR requires specific language in offer letters and memoranda of understanding for these appointments. Departments should also be aware of and discuss the potential availability of bridging support [<http://research.umich.edu/policies/research-faculty/uf-bridging/>], as for all new research faculty.

### Appointment Structure

Research Assistant Professor appointments are initially established for a three-year term. The goal is to consider this individual for a tenure-track slot within this term. If not transitioned to tenure-track by this time, the research assistant professor would be subject to a mandatory third-year review. Conditional on a positive performance assessment, the faculty member may be appointed for a second term as research assistant professor. The duration of the second term will be an additional one-to-three years. Appointments to a second term should not exceed the period in which funding is available to be committed.

### Resource Commitment

Research Assistant Professor appointments are established with the expectation that the research faculty member will participate in and/or develop a sustainable research program. To create a new position the department is required to identify funding sources (current and anticipated) that are reasonably expected to support the first three years of the appointment.

Research Assistant Professors are encouraged to participate in educational activities to the degree consistent with their research responsibilities. Research assistant professors are expected to participate in research training of graduate students or post-doctoral fellows. When appropriate, they may also contribute to seminars, classes, and symposia as may be arranged with the department.

## Appointment Criteria (UMOR guidelines)

Key Characteristic	Requirements
Scholarship	<ul style="list-style-type: none"><li>• Potential for scholarly development at a rate consistent with that of an assistant professor on the tenure track.</li><li>• Record of peer-reviewed publications in which they are a primary author or co-author.</li><li>• Participation in relevant academic or professional meetings.</li></ul>
Independence	<ul style="list-style-type: none"><li>• Strong potential for or documented evidence of extramural funding.</li><li>• Strong potential for development into an independent scholar</li></ul>
Teaching	Evidence of, or the potential for, substantial non-didactic teaching and mentoring of postdoctoral fellows, junior research colleagues, or students at any level within the context of one or more research fields (e.g., laboratory bench science, social science, or other disciplinary setting).
Service	Institutional service expected, but not at the level expected for an assistant professor on the tenure track.