

The University Senate of Michigan Technological University

Proposal 31-14

(Voting Units: Academic)

“Proposal to Amend Senate Policy 701.3: Non-Faculty Academic Appointments”

Rationale: The proposed changes to the policy on Postdoctoral Research Fellow appointments will make Michigan Tech’s appointment policy consistent with national practice. It also allows Postdoctoral Research Fellows to be treated as fixed term employees eligible for limited benefits (like HuskyCare PPO and 6 days sick leave per 12 months). A limit of 6 years on Postdoctoral Research Fellow appointments is designed to encourage postdocs to progress in their academic careers.

GRADUATE RESEARCH ASSISTANT (GRA):

A part-time appointment requiring at least one academic degree at the baccalaureate level and awarded to individuals who are enrolled as a full-time graduate student. Graduate Research Assistants are expected to assist faculty on research projects. The appointment is generally granted by the department supervising the research activity and is usually associated with a specific research project, grant, or contract. Appointments are made for up to a year with the possibility of renewals.

GRADUATE TEACHING ASSISTANT (GTA):

A part-time appointment requiring at least one academic degree at the baccalaureate level. It is awarded to individuals who are enrolled as a full-time graduate student. Graduate Teaching Assistants are generally responsible for classroom or laboratory instruction under the supervision of faculty. Appointments are made for up to a year, usually by the department in which they are pursuing graduate work, with the possibility of renewals.

POSTDOCTORAL ASSOCIATE ~~RESEARCH FELLOW~~:

An appointment reserved for persons who have recently completed a doctoral degree and are engaged in research and/or teaching for a restricted period under the direction of a faculty mentor. Funding is usually from external sources. ~~Appointments are initially for up to one year, but renewable, depending on funding, for one year periods for up to a maximum of three years.~~ **Initial-appointments are for one (1) to three (3) years and renewable up to six (6) years.**

RESEARCH (Professor, Associate Professor, or Assistant Professor): An appointment offered to persons with qualifications commensurate with the research qualifications and the level of accomplishment of a regular tenure-track faculty of the same rank. These appointments entail full responsibility for research activities and limited responsibility for teaching, advising, and service activities. Appointments are initially for up to one year and are renewable depending upon funding for one year periods.

VISITING SCHOLAR:

A courtesy appointment granted to a person holding a terminal degree pursuing a research or study program using University facilities and who is sponsored by an academic unit of the University. Ordinarily no remuneration by the University is associated with this appointment. Visiting Scholars are not allowed to pursue consulting work using University resources or

facilities. Appointments are made by the sponsoring academic unit and are generally for one year or less. Renewals will normally not be permitted.

PROFESSIONAL STAFF:

Professional staff who teach classes will be given faculty appointments at an appropriate level for the period that they are teaching.

NOTE: No changes in definitions shall be applied detrimentally to individuals employed at Michigan Tech as of January 25, 1995.

Introduced to Senate: 9 April 2014

Approved by Senate: 23 April 2014

Approved by Administration: 27 June 2014