

## Tenure-Track or Tenured Positions Funded by Research Centers

Base funding for research centers from the Commonwealth for tenure-track faculty positions presents an opportunity for the university to enhance the research centers, departments and colleges/schools in which these faculty are located. Clearly stated expectations of these faculty members by the research center and the department are essential.

The following principles will guide these appointments:

- One or more tenure-track faculty positions may be funded in each department by mutual agreement of the vice president for research and economic development and the appropriate executive vice president.
1. The salary and fringe benefits for the position will be funded by the research center.
2. The faculty member will be a full member of their academic department subject to all departmental policies.
3. The faculty member must have a research focus related to the research center's goals and university priorities.
4. The department chair and research center director will meet at least once a year to assign the faculty member's teaching, research, and service duties. Due diligence will be given to meeting the needs of the department and the research center and ensuring that the faculty member's workload is in line with that of other faculty members at the same rank.
5. The research center director will submit to the chair an annual report of the faculty member's activities before the annual evaluation. After receiving the research director's annual evaluation of the faculty member, the university policies and procedures on reappointment, promotion and tenure will be in effect and followed as outlined in the ODU Teaching and Research Faculty Handbook.
6. If the department chair and research center director do not agree on the performance of the faculty member, the dean, vice president for research and economic development, and appropriate executive vice president will determine how to resolve the situation in consultation with all involved.

- Approved by the Board of Visitors  
December 7, 2007
- Transitioned to University-Level Policy  
December 10, 2021

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We made a few changes stemming from the fact that this should apply to all tenure stream faculty and NOT just assistant professors.

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