



Proposal to Allow the Social Science Research Institute (SSRI) to Recommend Appointment of Regular Rank, Non-Tenure Track Research Faculty Appointments

The Social Science Research Institute (SSRI) requests authority to recommend non-tenure track regular rank research-track faculty appointments directly to the Provost, with the support, where applicable, of a relevant department chair and the relevant Dean.

Given the breadth of its mission, SSRI and its affiliates need to recruit, appoint, and evaluate research-track faculty members whose work is interdisciplinary, research-intensive, and of sufficient quality to have established a national or international reputation. Although such appointments may at times be in concert with the needs of a particular department, there exist occasions in which the primary focus of an individual's scholarship is far more relevant to SSRI's interdisciplinary mission than to the necessarily disciplinary focus of any department. In such cases, it would be advantageous to SSRI and to Duke to be able to appoint regular-rank, research-track faculty directly into SSRI and its affiliated centers. This would provide necessary programmatic flexibility and allow SSRI and its affiliates to pursue a strategy of research and scholarship at the highest level of competitiveness nationally.

In all cases, the actions of the individuals, committees, and boards involved in evaluating candidates for faculty positions and issuing recommendations about faculty appointments shall follow the faculty appointment procedures specified in the Faculty Handbook and be guided by the principles outlined below.

In most instances, appointments will be the result of a nationally advertised search. The Institute Director(s) shall have the authority to appoint a Faculty Search committee whose members shall be chosen in consultation with the SSRI Steering Committee. In some cases, the highly specific needs of a program of research or the unique opportunity to employ a scientist of unusual talent may necessitate that an appointment will be made without a national search. In these cases, the Institute Director(s) will petition the Provost to waive the requirement for a national search. Should the search be waived, a Faculty Review Committee will be constituted to conduct a review of the candidate. Faculty Review Committees will be appointed by the Institute Director(s) in consultation with the Steering Committee.

Either the Faculty Search or the Faculty Review committee will make a recommendation concerning appointment to the Institute Director(s) who will then issue their recommendation to the SSRI Advisory Board, which is composed entirely of faculty, a majority of whom are tenured or tenure-track. Such recommendations will be voted on by the Advisory Board via anonymous ballot or electronically via email votes that will be collected and stored in a manner that ensures that each faculty member's decision is confidential and does not become known to the other members of the committee, to the Institute directors, or to other faculty colleagues. Following the usual faculty appointment procedures outlined in the Faculty Handbook, all tenured and tenure track faculty of the Institute's Advisory Board will be eligible to vote on non-tenure track, regular rank appointments; non-tenure track, regular rank faculty of an equivalent or higher rank than the appointment being considered are also eligible to vote. A two-thirds vote of the Advisory Board is required for initial faculty appointment, for appointment at a new rank, and for re-appointment at existing rank. The Institute Director(s) will transmit the results of the

vote and all relevant materials, along with his or her recommendation, to the Provost for final consideration.

Such appointments might be accompanied by one or more appointment(s) in an academic department or a school. Although highly desirable, such appointments will not be a requirement; when appropriate, they will both ensure that the individual faculty members have access to departmental colleagues in a relevant discipline (or multiple disciplines) and provide important validation of an individual's qualifications for a Duke faculty appointment.

SSRI, in conjunction (when applicable) with the director of the center in which the faculty member will make his or her primary contribution, will be responsible for establishing a plan to ensure financial security for each faculty position for the duration of the appointment. The contracts will be for a specified time (not to exceed five years).

Career mentoring and annual performance reviews normally will be initiated and conducted by the supervisory SSRI center director or, when not applicable, the Institute Director(s). At the end of a contract, in cases where there are available supporting funds and a continuing programmatic need, renewal may be possible, subject to approval by the Institute Director(s), Advisory Board, and the Provost. Thorough performance/reappointment reviews must be conducted no less frequently than once every five years.

A non-tenure track regular rank research faculty appointment in an affiliate of SSRI or in SSRI itself is awarded only in recognition of extraordinary merit. Such appointments require a willingness to engage in the educational, teaching, and service activities of a relevant center and/or department or, where appropriate, of SSRI itself, according to the terms specified in that faculty member's contract. Appointments are not accorded for routine or typical contributions to an SSRI affiliate or to SSRI. Scholars interested only in performing term-limited research, without any teaching or service responsibilities, are not eligible for such a faculty appointment. Teaching responsibilities could include non-compensated mentoring of other scholars. Research-track faculty may serve as members of dissertation committees but may not direct student theses and dissertations unless they have been appointed as full members of the graduate faculty; appointment to that faculty generally requires that a faculty member hold a tenure track appointment in the University.

In anticipation of this proposal, SSRI has created an Advisory Board whose membership is spelled out in bylaws that, as required by University policy, received the approval of the Provost's office on January 16, 2008.