

## **Use of the Working Title “Research Professor” for Faculty in the Adjunct Professor Series (effective January 18, 2022)**

### Scope and Purpose

Effective immediately, subject to the provisions set forth below, faculty in the Adjunct Professor Series, which is the series defined by Section 280 of the Academic Personnel Manual (“APM 280”), who are predominantly engaged in research or other creative work and hold appointments at 80% or greater time, may be approved to use the working title Research Professor with the appropriate modifier for rank (so, *e.g.*, an Associate Adjunct Professor meeting the relevant conditions could use the working title Associate Research Professor).

A working title is one that an individual is authorized by the campus to use in academic contexts even though it is not a title to be found in the University’s Academic Personnel Manual. An individual may use an authorized working title, for example, on the University’s web sites, in professional correspondence, on a curriculum vitae, or in a publication.

### Background

For a number of years, those in the Adjunct Professor series who are principally engaged in research have felt disadvantaged by the title Adjunct Professor when competing for grants because, outside of the University of California system, the title often refers to contingent faculty whose principal responsibility is teaching. In other words, the title Adjunct Professor failed to convey that those faculty had active and successful research careers. In response to a request from faculty in that series, the Berkeley Division of the Academic Senate has endorsed the use of the working title for those in the Adjunct Professor series who are principally engaged in research under the terms set forth below.

APM 280–4a distinguishes between two tracks within the Adjunct Professor series: (1) “individuals who are predominantly engaged in research or other creative work and who participate in teaching” and (2) “individuals who contribute primarily to teaching and have a limited responsibility for research or other creative work.” Those individuals on track #2 have been allowed to use the working title Professor of Practice with appropriate rank modifiers (*e.g.*, Professor of Practice in Architecture). This policy addresses faculty on track #1.

### Policy

**Eligibility.** To be eligible to use the working title Research Professor,<sup>1</sup> a faculty member must (i) hold an appointment in the Adjunct Professor series; (ii) be on the research track within that series, as defined in APM 280–4a; and (iii) be employed by the University of California, Berkeley at 80% time or greater.

**Approval.** Faculty who wish to use the working title Research Professor must be explicitly approved to use the title as described below. Faculty may not use the working title until they have received approval.

For currently appointed faculty who meet the eligibility criteria, approval is delegated to the dean of the decanal unit to which they belong. Faculty seeking permission to use the working title Research Professor should submit a request to their department chair or school dean. The request should consist of a brief statement, not to exceed one page, and a copy of the faculty member’s most recent CV. Department chairs should forward the request to their dean along with a brief recommendation in favor

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<sup>1</sup> Here and throughout, it is understood that the working title Research Professor might be modified by an appropriate rank modifier.

or against allowing the faculty member in question to use the working title. Based on the material submitted, as well as a review of the faculty member's most recent academic action (appointment, merit, or promotion), the dean will approve or not the faculty member's use of the working title Research Professor.

For faculty being appointed to the Adjunct Series, the appointing department or school should decide, as part of its review of the appointment, whether to recommend that the newly appointed faculty member be permitted to use the working title Research Professor. The dean should also make a recommendation. As part of its review of the appointment, the Senate's Committee on Budget & Interdepartmental Relations ("the Budget Committee") will also make a recommendation. The Vice Provost for the Faculty will decide whether permission is granted or not.

**Subsequent review.** At the time of any personnel action for a faculty member in the Adjunct Professor series that requires campus-level review (in addition to appointment, actions requiring campus-level review are currently promotion from Assistant to Associate Adjunct Professor; promotion from Associate to full Adjunct Professor; and advancement to Above Scale), the question of whether the faculty member can continue (or start) using the working title Research Professor will also be addressed. As with appointments, the department (or school), the dean, and the Budget Committee all make recommendations on whether (continued) use of the working title should be permitted. The Vice Provost for the Faculty is the final decider.

**Criteria to be approved to use the working title Research Professor.** In addition to meeting the eligibility requirements set forth above, approval to use the working title Research Professor will require evidence that the faculty member in question is engaged in independent research or creative activity equivalent to that required for the Professor series and that the quality of that research or creative activity is comparable to that expected of those in the Professor series in the relevant field. Such evidence will be reassessed in personnel actions requiring campus-level review.

**Loss of the title for slow progress.** To continue to be able to use the working title Research Professor, a faculty member must gain promotion and cross threshold reviews in a timely fashion. In particular:

- If an Associate Adjunct Professor has not earned promotion to full Adjunct Professor within 10 years of the effective date of their appointment as Associate Adjunct Professor or promotion to that rank, then that individual is ineligible (ceases to be eligible) to use the working title Associate Research Professor. Should that individual subsequently be promoted, permission to use the working title may be granted as discussed under "Subsequent review" above.
- If a full Adjunct Professor has not earned advancement across the Step-VI threshold within 18 years of the effective date of their appointment as full Adjunct Professor or promotion to that rank or within five years of the effective date of their advancement to or beyond Adjunct Professor, Step V, then that individual is ineligible (ceases to be eligible) to use the working title Research Professor. Should that individual subsequently be advanced across the Step-VI threshold, permission to use the working title may be granted as discussed under "Subsequent review" above.

**Appeal process.** If a faculty member requests use of the working title Research Professor and that request is denied or if permission to use the title is rescinded, the faculty member may appeal the decision. For decisions in which the relevant dean is the final decider, the faculty member may ask for

review by the Budget Committee, with a final decision to be made by the Vice Provost for the Faculty. For decisions made at the campus level (not including appeals of decanal decisions), the faculty member may ask the Budget Committee to reconsider the case, with a final decision to be made by the Vice Provost for the Faculty.

**Proper use of the working title.** Assistant Adjunct Professors who have received permission to use the working title can refer to themselves as Assistant Research Professors. Associate Adjunct Professors who have received permission to use the working title can refer to themselves as Associate Research Professors. (Full) Adjunct Professors who have received permission to use the working title can refer to themselves as Research Professors. Faculty can append an appropriate “of X,” where X refers to the department or school to which they are appointed (*e.g.*, an Adjunct Professor in the School of Public Health with permission to use the working title can use the title Research Professor of Public Health). Note: the “X” must reference the unit to which a faculty member belongs and not the field of their doctorate or research if different; so, *e.g.*, an Associate Research Professor in the Business School whose degree is in Psychology and whose research is in behavioral finance can use Associate Research Professor of Business, but not Associate Research Professor of Psychology nor Associate Research Professor of Behavioral Finance. For units with recognized subgroups, the subgroup can be used for X; so, *e.g.*, a faculty member in the Marketing group in the Business School could use Associate Research Professor of Marketing.

#### Disclaimers

Permission to use the working title Research Professor does not in any way change the conditions of employment for those individuals holding positions in the Adjunct Professor series. In particular, APM 280 continues to define the terms and conditions of employment for those in the Adjunct Professor series regardless of whether permission to use the working title Research Professor is granted. Permission to use the working title Research Professor has no bearing on compensation nor does that permission bestow tenure or security of employment. Moreover, the granting of permission to use the working title Research Professor does not bestow membership in the Academic Senate.