



Postdoc/Research Assistant Professor Support IST_AC-16 Administrative Guideline

In an effort to support faculty research, build teaching capacity in key areas, and diversify our faculty, the college supports the College of IST Postdoc/Assistant Research Professor Program.

In general, faculty are expected to provide funding for the salary and benefits for postdocs and Assistant Research Professors. Via this program, the college will cover some of these expenses, and provide some supplemental support, when certain conditions are met:

1. For postdocs or Assistant Research Professors who are in a position to teach courses in areas where the college is experiencing a challenge staffing courses the college will provide \$10K toward the individual's salary plus related benefits for each course that the individual would teach in a given year. The maximum number of courses an individual can be scheduled to teach is two. Currently, areas of instruction that qualify include cybersecurity, data science, or AI. The AD for Undergraduate and Graduate Studies, in conjunction with the Dean, will make final decisions as to whether an individual's expertise qualifies.
2. For postdocs or Assistant Research Professors who would improve the representation of women and underrepresented minorities of our faculty, if they were ultimately hired into a tenure-track position, the college will cover 25% of the salary and benefits. In addition, the college will provide \$10K of supplemental funds to support the individual's research-related activities.

If an individual qualifies under both of the above criteria, the associated benefits can be combined.

If a member of the faculty has RA support through IST seed funding or startup funding, these funds can be converted to support a postdoc or Assistant Research Professor as follows: Two semesters of RA support (tuition, stipend, benefits) converts to one year of support for a postdoc or Assistant Research Professor.

Implementation

When faculty are hiring a postdoc or Research Assistant Professor, if the selected candidate may qualify for this support and faculty would like to leverage this opportunity, they are encouraged to contact the Associate Dean for Undergraduate and Graduate Studies prior to extending an offer to the candidate. The ADUGS and Dean will confirm if the individual qualifies, so the appropriate details can be included in the formal offer.

Approved by: Dr. Andrew Sears, Dean 09/21/2021

Updated 2/11/22 Replaced retired IST_AC-16; title changed from IST_AC-24 to IST_AC-16