

Rensselaer Polytechnic Institute

Constellation Faculty Standard

The purpose of this standard is to provide guidance in the appointment, evaluation, development, promotion or re-appointment of world-class faculty who are appointed to the academic position of a Constellation Faculty at Rensselaer by the President. The appointment of Constellation Faculty is At-Will. The academic performance and research productivity of faculty in this senior level appointment should be of the highest quality. Similarly, there is an expectation of high levels of citizenship standards that are in conformance with the policies, practices, and guidelines of the Institute.

Appointment

Faculty appointed to the academic position of a Constellation Faculty are required to have a first rank international reputation as academic scholars in a research area that is aligned with the Institute's strategic research focus; have served as a sole principal investigator and as a co-investigator on large scale sponsored research grants; have provided funding support and mentoring to graduate students; have presented their scholarly works at national and international meetings and have published extensively in archive literature; have demonstrated evidence of collaborative work with other researchers; have demonstrated evidence of intellectual and academic leadership in the creation of and development of new research domains; and have demonstrated the ability to bring together groups of world-class scholars, across related disciplinary fields to do seminal work in new research domains.

Candidates for Constellation Faculty positions must possess the academic background and evidence of scholarship to maintain and/or attain a tenured appointment at the Institute. Candidates will be identified and recommended by the Dean of the School of the candidate's home department. The Dean's recommendation will be made to the Provost who will review the recommendation and submit his/her recommendation, if any, to the President. Final approval of Constellation Faculty appointments will be made by the President.

If a recommended candidate is not a full, tenured professor on the Institute's faculty, he/she will be recommended as a "Career Development Constellation Professor" at the Associate or Assistant level. The faculty member may be elevated to the rank of Constellation Professor if Or when he/she is promoted to the rank of Full Professor, and if he/she has successfully met the standards of academic performance and professional conduct for promotion to a Constellation Professor.

The term of appointments are to be recommended by an Academic Dean in consultation with the Provost and approved by the President.

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Evaluation

The Department Head of the Constellation faculty member's home department will submit an extensive calendar year performance and service review to the Dean of the School. The evaluation should consist of a review of the faculty member's research, academic scholarship, teaching, and alignment with Constellation goals, including evidence of collaboration with other Institute faculty members outside the Constellation. It should also document evidence of service, the highest standards of Institute citizenship, no conflicts of interest, conflicts of commitment, or any behaviors that would reflect, in the sole judgment of the Institute, poorly on Rensselaer Polytechnic Institute. At his/her discretion, the Dean may request additional information, including internal and external reviews from academic peers who are familiar with the work of the faculty member.

The Provost, as part of the annual evaluation of Constellation Faculty, will review the source and level of Constellation research funding. Any of these funds not expended during the current fiscal year will revert to control of the Division of Finance. Access to the Constellation Research Fund is predicated on documented evidence of impactful research productivity. In addition, evidence of explicit joint research activity and productivity between and among, Constellation Professors and Constellation Research Group members must be documented annually to include but not limited to, joint publications, joint research grants, joint organization of seminars, etc. Also, Constellation Faculty should demonstrate Institute-level research leadership.

Development

The intent of faculty development is to support the educational and research mission of the Institute by providing opportunities for Constellation Faculty to grow and develop professionally in all realms of their professional academic scholarship. If a Constellation Faculty member so requires, the academic Dean in conjunction with the Provost may establish a development program that may include, but not limited to, consultation and mentoring in obtaining sponsored research; improve teaching skills, mentoring and supervising graduate students, and other activities expected of a Constellation Faculty.

Promotion

An appointment of a Constellation Faculty at any academic rank is to be recommended by the Dean of the School, reviewed by the Provost and approved by the President. In the case of the Career Development Constellation Professor, the faculty member may be elevated to the rank of Constellation Professor when he/she has been promoted to the rank of Full Professor or at any other time, based upon a full review of the Career Development Constellation Professor's academic and research performance. This review will be undertaken by the Office of the Provost, working with academicians in the appropriate discipline. This group of academicians will make a recommendation to the Provost, and the President will have final approval.

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Re-Appointments

During the fall term of each academic year, reappointment packages must be prepared for Constellation Faculty whose terms of appointment expire during that year. The Dean of the School in which the faculty member has a primary appointment will prepare a re-appointment package, and submit the re-appointment package to include internal and external letters to the Provost for review no less than 60 days before the contract end-date. The Provost will establish a three-member review committee that is approved by the President. The committee will provide a written recommendation, based on the reappointment package from the Dean. The President will have final approval of all Constellation reappointments.

Termination

The appointment to the position of Constellation Faculty is at-will and either the faculty member or the Institute may terminate this appointment at any time, with or without cause or notice. The Constellation itself may be terminated by the Institute, with or without cause or notice at any time.

In the event of termination of a Constellation, the Constellation Faculty group will be disbanded and the faculty members in the Constellation will revert to their regular nine (9.) month academic year tenured appointments.

Approved: Dr. Shirley Ann Jackson, President

Date: 9 May 2013