

Earth and Environmental Systems Institute

Personnel Rights and Responsibilities: Proposed Changes 1-12-07

Introduction

The Earth and Environmental Systems Institute (EESI) in the College of Earth and Mineral Sciences seeks to promote interdisciplinary environmental research and education across the spatial and temporal scales of the Earth system.

EESI was founded in the mid-1980s (initially as Earth System Science Center) and today embraces faculty and staff members throughout EMS, as well as several representatives outside the College. As the number of EESI participants has expanded, so has the scope of the research engaged in by EESI Associates. As EESI enters its third decade, it is appropriate to review the direction and make-up of the Institute and ensure that it is positioned to achieve the goals outlined in its mission.

In the fall of 2006, a committee led by James Kasting and made up of EESI faculty was charged with examining the role of the EESI Associate and providing recommendations regarding the rights and responsibilities that this role entails. The information covered in this document is based on those recommendations.

EESI affiliation levels (see attached list of names for 2006/2007)

EESI Associates are defined as senior personnel with salary all or partially handled through EESI. Associates generally return overhead to EESI.

EESI Affiliates are defined as personnel who choose to affiliate with EESI.

EESI Participants include wage-payroll, temporary employees, some staff, and students that associate with EESI.

Advisory Committee: Proposed Constitution

An Advisory Committee will be constituted to provide advice and input to the Director of EESI on all aspects of running the Institute. The committee will be chosen by the Director and by voting as per below. The vote will be held before all the other members are chosen by the Director. Term of office for members on the committee will be as shown. If at all possible, the Director will try to maintain some representation across rank, gender, department, discipline, and under-represented groups. Terms will be staggered where possible. The committee will vote its own chair.

- 1) Scholar in Residence (SIR) (1 yr)
- 2) A tenure line EESI associate (3 yrs)*
- 3) A non-tenure line EESI associate (3 yrs)*
- 4) One EESI affiliate (3 yrs)
- 5) EESI Associate voted at large (3 yrs)

* Every attempt will be made to ensure that a Center Director is included on the committee. This person may also double as either the 2) tenure line or 3) non-tenure line Associate mentioned above.

Term limits will be established for EESI Associates

The recommendations of the Kasting committee included a proposal to establish term limits for EESI Associates. While it is natural that the scholarly interests of EESI faculty may change over time, it is not beneficial to the Institute to have funds tied to researchers who are pursuing work not in line with EESI goals. Term limits will allow the Institute to more dynamically influence faculty hiring in EMS in EESI areas of interest. The recommendations for term limits follow.

- Hire new associates for 7 yr term
- All EESI associates will be evaluated every 5 yrs (or 7 as above)
- Review to be done by Director and Advisory Committee
- Faculty maintaining appropriate ties with Institute retain salary through institute and those that do not return to departmental funding
- For new hires that do not stay with EESI, funds return to EESI after review completion
- For historical hires that do not stay with EESI, funds will be traded for another faculty within the same dept by negotiation

Support for research faculty will be provided

The financial resources of the Institute are a prime benefit for EESI Associates; however, it is important that these resources be strategically used to advance EESI's mission within EMS. With respect to nontenure line fixed term EESI Associates, the following guidelines will apply.

- Support for fixed term nontenure-line fixed term EESI Associates can include space, tuition waivers, salary, other funds at the discretion of the Director
- Salary support from General Funds will be limited for research faculty to those activities that widely involve the greater EMS community again decided by the Director

Responsibilities of EESI Associates

Along with the privileges accorded to EESI Associates come expectations for meaningful participation in the activities and efforts of the Institute. An Associate who has made meaningful contributions to EESI goals and activities will be considered for continued funding following the 5- or 7-year review. It will be up to the EESI Director (and Advisory Committee) to decide whether an Associate has advanced EESI's goals. Examples of how an Associate may contribute follow:

- Direction of, or participation in, an institute-related research initiative
- Relevant teaching
- Direction of, or participation in, a center
- Participation in seminars
- Supervision of graduate students in relevant cross-disciplinary research

Evaluation of EESI Associates

In order to ascertain if an Associate is contributing to the goals of the Institute, it is necessary to establish a regular review process. Evaluation of Associates will be completed by Director and Advisory Committee. Each Associate will submit annually a copy of Faculty Activity Summary and a page delineating how they are meeting their responsibilities as Associates.

Rights of EESI Associates

The benefits that may be accorded by the Director to faculty and staff that are named EESI Associates include the following.

- Tuition and/or research or stipend support for undergraduate, graduate, or postdoctoral students (also available to Affiliates at Directors' discretion)
- Eligibility for the Scholars in Residence program (generally restricted to tenure-line faculty)
- Access to EESI staff services, *e.g.*, proposal preparation
- Space in EES Building for offices, work spaces, etc.
- Eligibility to work with EESI staff on large interdisciplinary environmental proposal submissions
- Eligibility to vote for Advisory Committee representative

Rights of all EESI Affiliates and Associates at the discretion of the Director

One of the main functions of the Institute is to bring together environmental scientists in EMS; the following benefits serve this purpose by encouraging interaction and sharing of information. These rights are extended to EESI Associates and Affiliates at the discretion of the Director.

- Access to EESI-supported computer facilities on a paid basis
- Eligibility to propose Centers
- Eligibility to work with outreach personnel within EESI