Regular and Restricted research faculty appointments:

Research Faculty positions are typically "restricted". A restricted position will have a limited duration and/or a less permanent source of funding such as sponsored grants. Research faculty positions are typically restricted, being given a specific end date at the time of hire.

A research program may seek approval from the relevant department head, dean and the VP for research to advertise and fill certain research faculty positions as regular rather than restricted appointments under certain conditions. A regular position is one that is on-going, renewable, and supported by more permanent funding. The criteria, expectations and departmental commitments are outlined in the Faculty Handbook, section 6.9.3 while critical differences between restricted and regular appointments are explained in detail in the Faculty Handbook, section 2.6.4.

Form: Request for Unit Authorization to Make Regular Appointments for Research Faculty

Non-reappointment of research faculty on “regular” appointments:

The decision not to reappoint a faculty member on a regular appointment may stem from many factors beyond unsatisfactory service, such as modification of programmatic emphasis, enrollment trends, or a change in the nature of the position. Non-reappointment does not require establishment or documentation of just cause. However, notice of non-reappointment for research faculty on regular appointments is at least 3 months for those who have been in regular appointments for less than two years, and at least six months for those who have been in regular appointments for two years or more. This is explained in detail in the Faculty Handbook, section 2.11.3.3.

Employment Relocation Agreement:

Research faculty may be eligible for an employment relocation reimbursement. An initial and critical step in the process is completing an Employment Relocation Agreement and making a note of such agreement on the Terms of Faculty offer. The date of this signed agreement determines the initiation of the relocation process. Any expenses incurred prior to the agreement date will not be eligible for reimbursement. Specific procedures are located on the Controller’s Office webpage at http://www.co.vt.edu/Procedures/p20345.pdf.

Multi Year Appointments:

An initial appointment, or a reappointment, for a research faculty member may be for up to three years provided that documented funding for the salary and fringe benefits is available from a multi-year grant, multiple grants, or other appropriate source(s). With multi-year appointments you are essentially making a commitment to continue the position for the duration of the appointment. If a person on restricted appointment will be continued, a reappointment is required.

If you or your department is interested in an information or consultation session with OVPR-HR regarding research faculty