

# Research Faculty LoA Questions

1. Research faculty have accrued substantial sick leave and vacation time. What will happen to these when we are reclassified and start a new LOA?
  - Without a break in service, their balances will roll over.
2. How will research faculty be evaluated and by what standards without being a part of the CBA unit standards?
  - Research faculty can be evaluated using the current faculty evaluation process as described in the CBA §10.000.
3. How will salaries be set under a LOA system to ensure that research faculty are given a salary commensurate with our standing and with that of comparable universities to UM?
  - Salaries are based on the market, available funding and BOR policy.
  - Reference CBA 350 on Non-tenurable Academic Appointments.
4. When research faculty apply for grants, there can be a required guarantee that there is lab space and/or facilities suitable for research. What assurances will we have from the UM that this space will be provided?
  - This process is not affected by this change.
5. Will PI returns be impacted at all by the switch to LOA?
  - This will not be impacted.
6. Will research faculty on an LOA be not eligible to apply for some important types of funding such as NSF?
  - UM is aware that grants, such as CAREER awards, do require a certification that the PI is in a TT-equivalent role. A departmental letter must clearly and convincingly describe how the applicant's role meets this criteria. If awarded, UM commits to the same employment conditions as tenure-track faculty during the award period. Letters of Commitment included in grant applications where tenure-track equivalency is required will not be impacted by the change to LOA.
7. There are concerns about a gap in health insurance, loss of accrued sick and annual leave, loss of flexibility to plan my optimum retirement date.
  - There will be no gap in health insurance or loss of sick or annual leave. You are encouraged to meet with an HRS representative to discuss your retirement options.

If you have any additional questions related to benefits, please discuss your options with Rita Garland.

We recognize all the concerns you have. If you have specific questions, please attend the open forum on Thursday, May 9, 2024, from 3:00-4:00 PM in UC 332/333.