



# Naming and Funding of Dean's Developing Scholars

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Office of Academic Affairs  
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**Purpose:** To establish the criteria for faculty appointments as a Dean's Developing Scholar.

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## DIRECTIVE STATEMENT

In recognition of faculty who are on the trajectory of attaining extraordinary success in research, acquiring research funding and supporting graduate students and to further enable such success, such faculty may be named Dean's Developing Scholar (DDS), with commensurate changes in work scope, duties, and compensation.

## UNIT MANAGEMENT DIRECTIVE

### Criteria

Eligibility for the position of Dean's Developing Scholar (DDS) are:

1. All faculty are eligible.
2. The faculty member must be on the trajectory of having a strong research record as measured by the protocols of the NMT "POLICY FOR APPOINTMENT, PROMOTION AND TENURE."
3. The faculty member must be on the trajectory of having a strong teaching record at all levels, as measured by the protocols of the NMT "POLICY FOR APPOINTMENT, PROMOTION AND TENURE."
4. The faculty member must have an average of total of \$175K of projected funding per year for the next two years. In the case of joint proposals, the relative funding proportions must be separated.
5. They must be funding at least two annual full-time RA's (for both a stipend and tuition remission), preferably supporting undergraduate students as well, with possible exceptions noted below.
6. They must have sufficient funds to fully support their 12-month appointment, as outlined below, with possible exceptions also noted below.

### Application Process

1. The application should consist of the following.  
Note: If an applicant's proposal includes joint awards, they should only include the applicant's allocation. For example, the amount listed for a joint award's 'total award amount' would only be the applicant's allocation.
  - a. cover letter that addresses the criteria.
    - For teaching, please highlight how the applicant has helped promote student success in their courses (e.g., instructional strategies).
    - For research, please include a summary for how the research will be/was disseminated, the students that will be/were supported, and their progress toward their respective degree.
  - b. table that lists the research funding and number of students supported by the

applicant's grants during a consecutive two year period (e.g., next two years, current year and next year). For each grant, please include:

- the total award amount,
  - the projected expenditure for proposed appointment year,
  - and the projected annual expenditures for each student being supported in the proposed appointment year. For student support, please include their name, degree program (e.g., Ph.D., M.S., undergraduate), FTE (e.g., full-time, half-time), duration (e.g., 9 month, 12 month), stipend/pay, and, if applicable, tuition remission in separate columns.
- c. table that outlines the proposed 12-month salary for the applicant, as supported by AA and external funding.
2. Faculty are encouraged to discuss this with their Department Chairperson by January 31.
  3. Faculty submit their application to the Office of Academic Affairs ([vpaa@nmt.edu](mailto:vpaa@nmt.edu)) with a copy to their Dean and department chairperson by March 1. All applications should be submitted, approved, and processed by June 30 to allow time for the appropriate revision and implementation of the award year's appointment that typically begins in early August.

Note: Having a sufficient amount of funding does not guarantee selection as a DDS. Applicants need to demonstrate their trajectory in establishing themselves as a teacher-scholar with the expectation that a DDS appointment will eventually lead to a Dean's Research Scholar appointment.

### **Terms of Appointment**

1. These 12-month appointments retain the pre-appointment status (e.g., rank) of the faculty member. The new appointment structure does not, in any way, change the nature of their base position.
2. The 12-month appointment will be negotiated on a year-to-year basis with salary determined by combining the academic and research funding available to the appointee for the year.
3. Course reductions may be acquired through a buyout.
4. The allowed increase in pay rate should be in the range 5-20% as per the higher pay rates that research faculty typically earn.
5. At any point in future appointments, the faculty member is free to return to a traditional 9-month appointment at the rate that they were paid prior to their DDS appointment, with the proviso that the 9-month salary will be adjusted to account for the increases in pay that would have occurred over the intervening period. All time, effort, results, and performance spent as a DDS will be recognized by the institution.

## **Issues and Exceptions**

Exceptions and other issues that must be addressed at the time of appointment are:

1. Departmental teaching needs: the Academic Dean and the Chair must work out a means in advance to cover the load if a course buyout is also proposed.
2. It may be possible, depending on AA's financial situation and willingness, to appoint a faculty member a DDS even if a funding agency does not allow the faculty funding arrangement listed above. In such cases, it is expected that the faculty member fund at least one additional full-time RA from one or more of their grants or contracts.
3. Faculty who fund both post-docs and full-time RAs may, for the purposes of eligibility, petition to exchange an RA position for a post-doc position.
4. A faculty member may not be selected as a DDS for more than four (4) consecutive years. However, a faculty member may apply and be selected for a DDS in a subsequent year(s).
5. Other, currently unforeseen exceptions may also be possible.

*Michael Jackson*

Michael Jackson  
Provost and VPAA