

Joint Appointments with PNNL

Joint appointments between PNNL and partner research institutions are intended to elevate the scientific impact and productivity of researchers at both institutions by:

- » fostering collaborative research opportunities
- » deepening and broadening capabilities
- » facilitating transdisciplinary research
- » providing access to specialized instrumentation and other research tools
- » giving students and interns new educational and training opportunities.

For all of these reasons, both institutions benefit from joint appointments. In addition, incoming (to PNNL) joint appointees benefit PNNL by broadening the base of expertise to build interdisciplinary teams needed to achieve scientific and technical objectives. Outgoing (from PNNL) joint appointees can similarly benefit the partner institution by broadening opportunities and filling gaps in training and education of students.

Specific benefits of joint appointments to university faculty include:

- » access to PNNL resources, including experimental and computational capabilities, PNNL staff expertise, and internal Laboratory-Directed Research and Development (LDRD) funds (access to LDRD dollars is highly competitive)
- » ability to lead and participate in “DOE lab-only” projects and proposal opportunities
- » knowledge of DOE and PNNL strategic direction and objectives.

Specific benefits of joint appointments to PNNL staff include:

- » access to university resources, including shared equipment, user facilities, and internal university funds
- » ability to lead and participate in projects and proposals as a university faculty member with “principal investigator (PI) status” (or equivalent)
- » ability to mentor and supervise graduate students as a member of the graduate faculty (or equivalent)
- » knowledge of strategic direction and objectives of the partner university.

MECHANICS

- » Establishment of a joint appointment program between PNNL and a partner research institution requires an memorandum of understanding signed by senior leaders of both institutions.
 - » Joint appointments are open to all PNNL technical staff and faculty at selected research institutions. Each joint appointment must be approved by both institutions.
 - » Joint appointees will always indicate that they are affiliated with both institutions. For example, it is expected that joint appointees will identify their affiliation with both institutions on all papers, presentations, and business cards and in the signature blocks on mail and email.
 - » Joint appointments are for a fixed term, renewable upon mutual agreement. Joint appointments are not tenured or tenure-track for PNNL staff.
 - » Joint appointments are made into an organizational unit and joint appointees are treated as members of the unit (department or technical group), but joint appointees do not have rights, such as voting, that are limited to employees.
 - » Joint appointments are negotiable between 0% and 100%.
 - » Joint appointees do not have two employers; therefore, they do not receive paychecks from both institutions.
- » A joint appointee's salary and fringe, no overheads, are reimbursed to the home employing institution for funded activities.
 - Thus, if a PNNL staff member with a joint appointment is supporting a project funded through the university, the joint appointee's hourly salary and fringe rate is recovered under the grant (treated like a university resource), and the university can recover its overhead on those costs. The university reimburses PNNL for just the salary and fringe cost under a separate agreement.
 - Similarly, if a university faculty member is on a project funded through PNNL, PNNL will convert the faculty member's salary and fringe into an hourly rate and apply PNNL overhead to that rate and charge it to its projects. PNNL would reimburse the university for just the salary and fringe associated with the hours charged to the lab's projects or objectives under a separate agreement.
 - The result is that a joint appointee can be a PI, a co-PI, or a contributor on a proposal or project led by the host institution towards specific objectives.
 - » Intellectual property (IP) is treated, in general, as follows: ownership of intellectual property developed will be in alignment with the employment agreement of the joint appointee and their employer. If IP is developed jointly by employees of both institutions, then both institutions share ownership of the IP and enter into an agreement for management and disposition of the IP.

For questions or additional information please e-mail ResearchPartnerships@pnnl.gov or call (509) 375-6483.