



## 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:

- » increasing collaborative research opportunities,
- » facilitating transdisciplinary research,
- » providing access to specialized instrumentation and other research tools; and
- » giving students and interns an expansive array of unique 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 R&D (LDRD) funds (access to LDRD dollars is highly competitive)
- » ability to lead and/or participate on “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/or participate on projects and proposals as a university faculty member with “PI status” (or equivalent)
- » ability to mentor/supervise graduate students as a member of the Graduate Faculty (or equivalent)
- » knowledge of strategic direction and objectives of the partner university

For questions or additional information please contact:

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NATIONAL LABORATORY

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## MECHANICS:

- » Establishment of a Joint Appointment program between PNNL and a partner research institution requires an MOU 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, signature block on mail and email, and have “two-sided” name/business cards.
- » Joint appointments are for a fixed term, renewable upon mutual agreement. Joint Appointments are not tenured or tenure-track.
- » 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.
- » The Joint Appointee’s salary and fringe, no overheads, are reimbursed to the home employing institution for activities that are funded.
  - 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.
  - 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 our projects. PNNL would reimburse the university for just the salary and fringe associated with the hours charged to the Lab’s projects or objectives.
  - The result is that a Joint Appointee looks like an employee, can act as a PI or Co-PI on a proposal, and both institutions are able to recover overhead on Joint Appointments that are funded.
- » Intellectual Property (IP) is treated, in general, as follows: if IP is developed jointly by employees of both institutions, then both institutions share ownership of the IP.