

Without Salary (WOS) Research Faculty Program  
Department of Psychiatry & Behavioral Sciences (DPBS)

**Overview:**

The purpose of the Without Salary (WOS) Research Faculty Program is to provide an opportunity for individuals who are not DPBS faculty to contribute to the Department's research mission. Examples of circumstances that could qualify an individual for a WOS appointment include: 1) A DPBS faculty member whose appointment has ended who has ongoing research projects or research mentees in DPBS; 2) An individual carrying out research with one or more DPBS faculty that is part of a long-term institutional relationship with the Department (e.g., a Kaiser collaborator); 3) An individual who provides research mentoring to a DPBS research group or faculty member. Approval for individuals who work outside academia will be given only in unusual circumstances.

**Review Criteria:**

- Activities must be consistent with the department's values
- Expertise must be commensurate with a faculty-level appointment
- Activities must advance the department's research mission
- Participation in research activities associated with a faculty principal investigator/sponsor with a meaningful commitment of service hours annually
- Activities are distinct from a standard collaboration of an individual currently holding an appointment at another academic institution or in industry

**Process:**

1. Completion of an [application form](#) by a faculty member in good standing
2. Consideration for renewal annually (renewal submission deadline is April 1).