

Georgia State University
College of Education

Policy: Recognizing Scholarly Excellence of Tenure-Track and Tenured
Faculty

Purpose

The College of Education and Human Development is committed to further developing a research culture at Georgia State University. One measure of the vitality of a University's research and scholarship is dependent on the leadership of its faculty. It is important that we recognize and support the ongoing excellence of our productive scholars. The *Program for Recognizing Scholarly Excellence* is designed to enable productive tenure-track and tenured faculty to have a one-semester research workload adjustment with no regularly scheduled classes or service responsibilities. Such a workload adjustment will enrich our academic programs and thereby be of value to the faculty member and to the College and University.

Recognition of Tenure-Track Faculty

Assistant professors will be eligible for a one-semester research workload adjustment following an excellent pre-tenure review in their third year. Research workload adjustments at this point in a faculty member's career are designed to acknowledge the faculty member's outstanding accomplishments and to assist tenure-track faculty in further advancing their research and scholarship activities as they progress toward tenure and promotion.

Normally, this program is available only to assistant professors in their first tenure-track position. Individuals with previous appointments who bring in one year or 2 years of credit towards tenure will be eligible to participate in this program since they receive a third-year pre-tenure review. Individuals who bring in three years of credit towards tenure will not be eligible to participate in this program since they do not receive a pre-tenure review.

Department chairs may nominate faculty members for this program by a date determined annually by the Dean. The chair must submit to the Dean a nomination letter detailing evidence of the faculty members' productivity, a current CV, and a succinct written research plan (prepared by the faculty member) for the workload adjustment semester. While this adjustment may be made in either of the academic semesters of the year following selection,

its timing will be consistent with departmental needs and approved by both the faculty member's Chair and the Dean.

At the start of the semester following the workload adjustment semester, the faculty member will share with the Chair his or her accomplishments based on the research plan.

Recognition of Tenured Faculty

Tenured faculty member's research workload adjustments are designed to recognize tenured faculty members who exhibit excellence in scholarship on a continuing basis. Work load adjustments are designed for highly productive faculty members. Full and associate professors are eligible for this adjustment any time after they have had five years at the Associate Professor (or above) level. Productivity is based on the faculty member's cumulative research accomplishments, with particular emphasis on the last 5 years, as well as the proposed activities to occur during the workload adjustment semester.

Department chairs may nominate faculty members for this program by a date determined annually by the Dean. The chair must submit to the Dean a nomination letter detailing evidence of the faculty members' productivity, a current CV, and a succinct written research plan (prepared by the faculty member) for the workload adjustment semester. While this adjustment may be made in either of the academic semesters of the year following selection, its timing will be consistent with department needs and approved by both the faculty member's department chair and the dean.

At the start of the semester following the workload adjustment semester, the faculty member will share with the chair his or her accomplishments based on the research plan.

The Dean's Office will provide funding to the department for instructional support with the expectation that the faculty member will not teach any regular classes during the semester. The faculty member is typically also relieved of service obligations at GSU during the workload adjustment semester. Faculty cannot receive a research workload adjustment more than once every 7 years. The ability of the College of Education and Human Development to offer workload adjustments each year, and the number offered, will be dependent on the availability of funds. It is anticipated that up to five third-year review work adjustments and up to five

tenured faculty workload adjustments may be granted annually in the college.

Reviewed and approved by the Faculty Affairs Committee, the Department Chairs Council, and by the Dean: 5/1/14

Amended July 1, 2015: College Name Change