

Georgia State University
College of Arts and Sciences
PROGRAM FOR ADJUSTING WORKLOADS
FOR JUNIOR FACULTY (PAWS JR)

Junior faculty research workload adjustments are designed to assist tenure-track faculty members in advancing their research and/or creative activities as they progress towards the review for tenure and promotion. In addition, workload adjustments will increase a faculty member's value to the college and university and thereby improve and enrich its programs. This workload adjustment is not a professional leave and will not be regarded as a vacation or rest period and should not be used solely for the preparation of the faculty member's promotion and tenure dossier.

Assistant and associate professors will be granted a one-semester research workload adjustment with no regularly scheduled classroom courses or service responsibilities following a successful pre-tenure review in their third year. A successful pre-tenure review is defined as receiving a rating of at least *very good* in professional development and instruction and *good* in service at the college level.

Normally, this program is available only to assistant or associate professors in their first tenure-track position. Individuals with previous appointments who bring in one year 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 two or three years of credit towards tenure will not be eligible to participate in this program since they do not receive a third-year review. Additionally, individuals whose rank is prefixed with Affiliate, Adjunct, Research, Visiting, or Term are not eligible for the type of workload adjustment described in this document.

The chair must submit an approved Workload Adjustment Request Form and a succinct written research plan for the workload adjustment semester (prepared by the faculty member) to the appropriate area associate dean within 30 days following the pre-tenure review meeting with the chair and associate dean. While this adjustment may be made in either semester of the fourth or fifth year of service, its timing will be consistent with departmental needs and approved by both the faculty member's academic unit head and the area associate dean. The Dean's Office will provide \$5,000 of funding to the department for instructional support with the expectation that the faculty member will not teach any regular classes during the semester.

Workload adjustments will be made starting in Fall 2012. The ability of the College of Arts and Sciences to offer workload adjustments each year will be dependent on the availability of funds.

Approved by the A&S Chairs Council: 9/21/12