

Georgia State University
College of Arts and Sciences
POST-TENURE/PROMOTION RECOGNITION OF FACULTY (PROF)

The college 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 tenured scholars across all disciplines. Tenured faculty workload adjustments are designed to recognize tenured faculty members who exhibit excellence on a continuing basis. In addition, workload adjustments will serve to increase a faculty member's value to the college and university and thereby improve and enrich its programs.

Full professors will be granted a one-semester workload adjustment with no regularly scheduled classroom instruction or new service responsibilities following a successful post-tenure review or other comparable review, as will associate professors who have just completed a successful promotion review to the rank of professor. Successful reviews in these cases are defined as reviews in which the faculty member earns a rating of at least *excellent* in professional development and teaching and *very good* in service at the college level. Full professors who have just been approved for new Distinguished University Professor or Regents' Professor appointments will automatically be eligible for a one-semester workload adjustment in the next five years.

Full professors serving on the College Arts and Sciences Area Promotion and Tenure Committees will also be eligible for workload adjustments based on successful post-tenure reviews conducted on the same timetable as their faculty peers. Such faculty must recuse themselves from their own area post-tenure reviews as described in the college's promotion and tenure manual (section VIII).

The chair must submit an approved Workload Adjustment Request Form (prepared by the faculty member) within 30 days following the post-tenure review meeting with the chair and associate dean. While this adjustment may be made in either semester of the two years following the post-tenure review, its timing will be consistent with departmental needs and approved by both the faculty member's academic unit head and the area associate dean. In the case of faculty serving on the College Area Promotion and Tenure Committees, temporary replacements should be voted on according to the normal College processes. In cases where a unit has too few full professors to replace the member of the Area Committee, the timing of the workload adjustment will correspond to a semester when no candidates from the member's department are undergoing review. The Dean's Office will provide up to \$6,000 of funding to the department for instructional support with the expectation that the faculty member will not teach any regular classes during the semester.

The ability of the College of Arts and Sciences to offer workload adjustments each year will be dependent on the availability of funds.

The implementation of the Adjusted Schedules for Associate Professors (ASAP) program will result in a change to the PROF program, whereby associate professors promoted to the rank of professor during the 2017-18 review year (promotion effective fall 2018) and beyond will no longer be eligible for a promotion-based PROF workload adjustment.

Accordingly, the name of this workload adjustment program will be updated to the “Post-Tenure Recognition of Faculty” program.

Endorsed by the College of Arts and Sciences Chairs Council: 10/08/2014