

Supporting and Rewarding Excellence

July 2021

Revisions since 2010; Aug 2019, Aug 2018, May 2017, May 2015, Sept 2014, Sept 2011

AACSB standards provide a view of academics that corresponds comfortably with our own. We have defined ourselves according to a balanced teacher/scholar model that fits well within the rather broad parameters of the evolving accreditation standards. Thus, we can continue to give close attention to teaching. At the same time, we must maintain a robust intellectual life that, for most of us, includes research and publication. That scholarly work can include high-quality pedagogical and practitioner work along with traditional discipline-based research.

The College, continually seeking to align the support and rewards we provide with our expectations, has developed an extensive infrastructure for supporting faculty endeavors and rewarding those who achieve success.

- **Professional Development Discretionary Funds**

Each full-time, qualified (SA, PA, SP, and IP) faculty member receives annually \$250 in discretionary funds from the College to support their personal professional development. Faculty may earn an additional \$750 for achieving *at least one* of the following in a given year:

- Awarded a Competitive Reassigned Time,
- Scored 4 or above during the annual evaluation of scholarship (the calculated quality/productivity score) at the end of the previous AY,
- Scored 4 in during the annual evaluation of teaching at the end of the previous AY or
- Received a Graduate College Summer Fellowship for the most recent summer.

Faculty who earn a 4.0 in both teaching and research earn an additional \$250. Funding becomes available in the fiscal year that follows the award, but special arrangements will be made when warranted. The funds are subject to conditions as defined in the Professional Development Funds Guidelines available on the UNI Business College Portal.

- **Department Support for Professional Development**

Each department allocates a portion of its supplies and services budget to support faculty professional development. While individual departmental procedures differ, the funding priority is to promote high quality scholarship and teaching excellence.

- **Support for Faculty Research Activities**

In addition to the funding outlined above, the Faculty Research Committee provides College-level funding to faculty for various research-related activities (For restrictions and conditions, see the Committee's guidelines on the Business College Portal.)

- **Graduate Assistant & Student Assistant Support**

Undergraduate and graduate students are available to support faculty scholarly work. Each semester the MBA Program Manager solicits requests for student assistants and with the MBA Program Director assigns graduate students to faculty projects depending on need, expertise required, and availability. Worthy projects for which a graduate student assignment is not appropriate are given to the Associate Dean for consideration for undergraduate assignment. Faculty members are strongly encouraged to take advantage of this resource.

- **Databases and Technology**

As research methodologies and data collection and analysis models evolve, the College is determined to accommodate the technology and data that faculty need to pursue scholarly duties. Faculty members are encouraged to discuss their new needs with their department heads. Every effort is made to be sure faculty research is not impeded due to technology or database shortcomings. The College invests heavily in this area. For example, maintaining access to CompuStat and CRSP, a merged database with a state-of-the-art interface for faculty into both databases, costs more than \$75,000 annually.

- **2/3 Teaching Load for New Ph.D.s**

To help new tenure-track faculty members with recent terminal degrees establish their research agendas and solidify their teaching, we offer them a 2-3 teaching load for their first four years on tenure track. The standard teaching load of 3-3 will be in effect afterwards for faculty members who remain scholarly active.

- **Reassigned Time Awards**

Reassigned time for research activity is an important and appropriate method for enhancing faculty productivity. The College is pleased to support reassigned time awards for worthy faculty research. The Faculty Research Committee manages the reassigned time competitive process and provides to the Dean a score and an analysis of the strengths and weaknesses of those applications. Guidelines are on the Business College Portal.

- **Supplement to 8-Week and 4-Week Summer Fellowships**

The College will “gross up” Eight-Week Summer Fellowships up to 1/9th of the faculty salary to a maximum of \$10,000. Four-Week Summer Fellowships are supplemented to 90% of 1/9th to a maximum of \$9,000. The College pays the funding in the month(s) in which the work is done as determined by the Graduate College. The difference in supplements between the two types of fellowships is minimal in recognition of the fact that 4-Week Fellowships are effectively subject to the same level of scrutiny as the 8-Week Fellowships. Supplements are contingent upon the faculty member choosing not to teach summer school.

- **Named Professorships and Fellowships**

Named positions recognize faculty members for the success and impact of their teaching and research. The College is continually pursuing opportunities to establish professorships and fellowships. The response from individual and institutional supporters has been very positive, allowing the College to offer this significant reward to a growing number of faculty members. Given the strong teaching mission of the College, these named positions generally keep the faculty recipients in the classroom during academic semesters while offering financial support for professional endeavors in the summer.

- **Annual College-level Awards**

An increasing number of annual awards are available to recognize faculty and staff for achievements in teaching, scholarship, and service. The latest addition, the Impact Award, recognizes faculty members whose professional engagement through teaching, scholarship or service has made an extraordinary impact on the College’s important stakeholders.