

Eberly College of Business and IT
Research Alternate Workload (AWL) Policy – Effective Fall 2020

Preamble: The reasons for the changes are manifold: a) to place more emphasis on the impact of scholarship; b) to expect each faculty to have their own research agenda; c) to encourage team-work which involves substantial contribution from each author; d) to recognize and reward high-achieving scholars; and e) to provide more flexibility to the authors in distributing the AWLs for each output.

It is important to accomplish all this without incurring significant additional expenses to the college.

Regular Research AWLs:

1. Acceptance Dates of Publications or peer-reviewed journals (PRJ's) will continue to be used instead of publication dates.
2. Research AWLs will be based on the ranking of the journals that Eberly College has designated (A1, A2, A3, and A4)
3. Faculty team of each peer-reviewed journal article will decide the mix of AWLs for each member on the team. If there is a disagreement, the first internal author's opinion will be taken as official.
 - a. Only the first three authors of a peer-reviewed journal article will be eligible for research AWLs in A3 and A4 journals.
 - b. Acceptances in A1 and A2 journals will lead to a maximum of 9 research AWLs with no single author getting more than 6 AWLs.
 - c. Acceptances in A3 journals will lead to a maximum of 7 research AWLs with no single author getting more than 4 AWLs.
 - d. Acceptances in A4 journals will lead to a maximum of 5 research AWLs with no single author getting more than 3 AWLs.
 - i. For an author with a second consecutive article accepted in an A4 journal without any A3, A2, or A1 acceptances in between, the maximum AWLs will be reduced from 3 to 2. For consecutive A4 articles beyond the second one without any A3, A2, or A1 acceptances in between, the author will receive just one AWL.
 - e. For each co-author in the article who is external to the Eberly College, the maximum number of AWLs will be reduced as follows: 3 for the first author of the article, 2 for the second author, and 1 for the third author.
 - f. The number of AWLs for the first author shall be at least equal to that of the second author and the number of AWLs for the second author shall be at least equal to that of the third author. Similar rule applies for fourth and other authors for A1 and A2 journals.
4. Operationally, as before, an article will automatically ***not*** guarantee any number of AWLs. Each semester, the eligibility of a faculty member to obtain a research AWL is based on his/her productivity in the most recent relevant time period.
 - a. For example, final acceptance of a peer-reviewed journal publication during the period September 1 to December 31 of a year (e.g., 2018) will make the author(s) eligible for research alternate workload (AWL) from the Fall semester of the following year (e.g., Fall 2019). Final acceptance of a peer-reviewed journal publication during the period January 1 to August 31 of a year (e.g., 2019) will make the author(s) eligible for research

- alternate workload (AWL) from the Spring semester of the following year (e.g., Spring 2020).
- b. The number of semesters of AWLs will be based on 3a to 3e.
 - c. If a faculty member is eligible for an AWL in a certain semester by virtue of multiple PRJs, she/he will still get only one AWL in that semester.
 - d. Faculty members with a consistent record of productivity who have a manuscript in review, but face ineligibility for an AWL in an occasional semester or more, can appeal to the dean for an extension of AWL.
5. The prolific and leading scholars in the College will receive additional incentives.
 - a. The top 5 researchers in the college each year (Sept. 1 to Aug. 31 of the following year) based on the total points accrued in the Eberly College SA Classification will each be recognized by the College. The weights given to scholarship will be as follows:
A1 to A4 (70%), B to D (10%), and the h-index on Google Scholar (20%).
 6. Requirement of accurate and timely documentation on Sedona, including acceptance letters and manuscript copies, will be strictly enforced.
 7. All publications until August 31, 2020 will be honored for AWLs as per the existing policy but any acceptance from September 1, 2020 will be based on the new policy.